

**New Brunswick Community College  
Three-Year Graduate Follow-Up Survey  
2011 Survey of 2007-08 Graduates**

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## **FOREWORD**

This report presents the findings of the **New Brunswick Community College (NBCC) Three-Year Graduate Follow-Up Survey — 2011 Survey of 2007-08 Graduates<sup>1</sup>**. This is the fifteenth year that the Department has conducted a survey of graduates three years following completion of training<sup>2</sup>. The information contained herein, in addition to other follow-up surveys, provides valuable feedback on the success of graduates in the labour market. The surveys also serve as important tools for decision-makers.

This survey has been designed to gather information on the labour force activities of graduates and their satisfaction with training received at the New Brunswick Community College. The three-year survey also allows comparison of results with the follow-up survey of these graduates conducted in 2009 (one year after completion of training).

Surveys were conducted with 952 graduates of NBCC regular training programs during the months of April to August 2011, representing a response rate of 64%.

Overall, the results indicate that the 2007-08 NBCC graduates have improved their financial situations three years following graduation compared to their initial contact one year following graduation. Compared to their 2009 follow-up results, graduates are increasingly employed in permanent positions.

The Department wishes to thank graduates for their participation in this year's survey. Their continued cooperation ensures the historically high response rates received.

The three-year graduate follow-up survey results will be available on the Department of Post-Secondary Education, Training and Labour website at the following location:  
<http://www.gnb.ca/labour>. Scroll down to "Labour Market Information" and click on the "Follow-up Surveys" link.

Your comments and questions are appreciated. Please forward all communication regarding this year's survey to:

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<sup>1</sup> As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the second year that a separate report has been published for each of New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC graduates.

<sup>2</sup> This survey was not completed in 2008.

## EXECUTIVE SUMMARY

On behalf of the Department of Post-Secondary Education, Training and Labour, MQO Research conducted the Three-Year Graduate Follow-Up Survey of the Class of 2007-08 of the New Brunswick Community College (NBCC)<sup>3</sup>. This class was also interviewed in 2009, one year following their graduation.

There were a total of 1,495 NBCC graduates of regular programs in the Class of 2007-08. A total of 952 interviews were conducted with NBCC graduates of regular programs in the 2007-08 academic year, representing 64% of all regular NBCC graduates (952 survey respondents out of the total of 1,495 graduates). The survey population provides an accurate representation of the overall graduate population in terms of age, gender, and college attended.

Presented in this section are the key findings from this report:

- The labour force participation rate for 2007-08 NBCC graduates has declined slightly, from 96% in 2009 to 93% in 2011.
- The employment rate for this class of graduates has remained stable over the two-year period, measuring 88% in both 2009 and 2011.
- Graduates working full-time in the reference week of March 6<sup>th</sup> to March 12<sup>th</sup>, 2011 worked an average of 41 hours and had an average weekly salary of \$751.37. This represents a 12% increase over the average weekly salary reported by graduates employed on a full-time basis one year following graduation (\$660.73).

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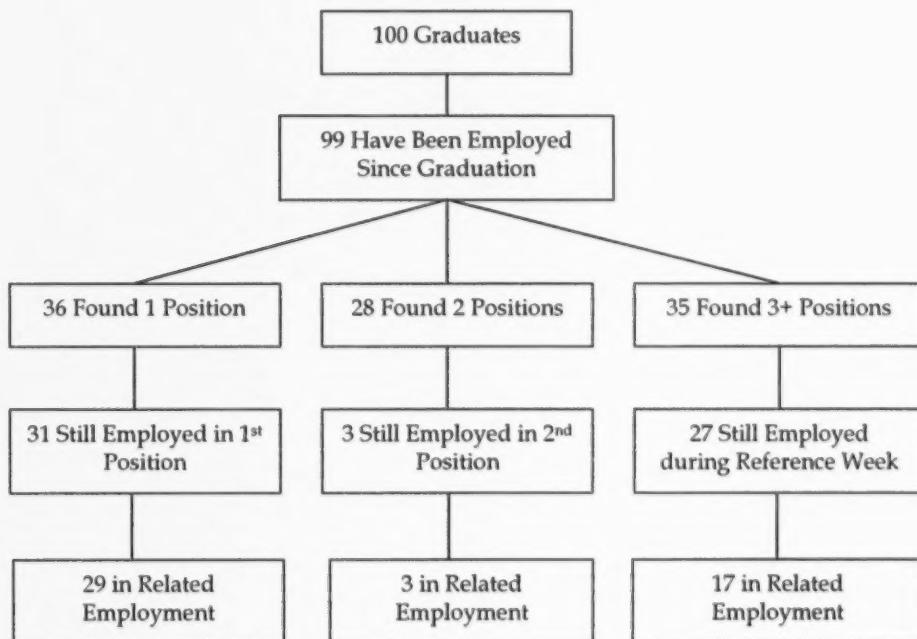
<sup>3</sup> As a result of changes to the governance of the community college system, effective April 1, 2010, there now exist autonomous English and French community college corporations. Therefore, this is the second year that a separate report has been published for New Brunswick Community College graduates and Collège communautaire du Nouveau-Brunswick graduates. This report contains only data and information pertaining to NBCC graduates.

- A difference in the wages earned by male and female graduates continues to exist. In 2009, female graduates employed full-time had an average salary of \$588.82, which was 84% of the male average weekly salary of \$701.80. In 2011, the average weekly salary for females employed full-time was \$626.18, 76% of the male salary of \$827.34. The gender wage gap for this group of graduates has increased over the 2009-2011 study period.
- The percentage of NBCC graduates employed in permanent positions has increased significantly, from 75% in 2009 to 82% in 2011.
- Approximately two in ten survey respondents (17%) lived or worked outside New Brunswick since graduation from the NBCC in 2008. Within this group, 59% have since returned to the province. In total, 93% of the graduating class of 2007-08 currently reside in New Brunswick.
- Since completing their NBCC training in 2008, 40% of graduates have returned to school/training or have enrolled in apprenticeship programs, with 74% reporting that their additional training or apprenticeship program was related to the program of study they completed through the NBCC.
- Overall, 87% of graduates surveyed felt that the NBCC did an excellent (52%) or good (35%) job of preparing them for employment in a related field.
- Overall, 44% of graduates reported that they developed other skills or abilities at the NBCC that helped them to find employment. Communication/social skills (30%) and resume development/job search skills/interviewing techniques (26%) were the most commonly mentioned skills.

conclusions:

- Those who held one or two jobs since graduating from the NBCC had a higher employment rate during the reference week (92% for those with one job and 91% for those with two jobs) compared to those who held three or more jobs (82%).
- Those who held one job (94%) or two jobs (87%) since graduation were more likely to have been employed in a position related to their training at the NBCC, when compared to graduates who held three or more jobs since graduation (53%).

### THREE YEARS AFTER GRADUATION



This study represents the fifteenth three-year follow-up survey conducted with New Brunswick Community College graduates<sup>4</sup>. The information gathered from this study is similar to that collected in the most recent report published in 2010 and suggests that graduates follow similar patterns in the three-year period following graduation.

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<sup>4</sup> This survey was not completed in 2008.

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## **1 INTRODUCTION**

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This report presents a summary of the findings from the 2011 Three-Year Graduate Follow-up Survey of 2007-08 Graduates of the New Brunswick Community College (NBCC). This study was commissioned by the Department of Post-Secondary Education, Training and Labour (the Department) and completed by MQO Research.

The following sections present background information for the survey, the research methodology, a comparison of survey and graduate populations and the findings from this three-year follow-up study, as well as comparisons to the one-year follow-up study conducted in 2009. Detailed data tables for this study are presented in the Appendix of this report.

## **2 SURVEY BACKGROUND**

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Since 1983, the employment activities and labour force involvement of graduates of the New Brunswick Community College have been tracked on an annual basis. In 1996, the Department, then known as the Department of Advanced Education and Labour, completed the first three-year follow-up survey with graduates from the Class of 1992-93. Since that time, the Department has conducted three-year follow-up surveys annually, with the exception of 2008.

On April 1, 2010, changes were made to the governance of New Brunswick's community colleges, resulting in autonomous English and French community college corporations. This is the second year that a separate report has been published for New Brunswick Community College graduates.

The 2011 survey was designed to gather pertinent information relating to graduates' experiences over the three-year period following completion of their program of study at the NBCC.

The objectives for this study focus primarily on compiling and analyzing information relating to the graduates' employment and additional education or training activities since graduation. Specifically, the 2011 survey was designed to:

- determine the current (2011) employment status of NBCC graduates of regular programs of the 2007-08 academic year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCC;
- determine the relationship between the training program completed and employment positions held since graduation in 2007-08;
- generate information about additional education and training experiences of graduates since completion of their program at the NBCC;
- generate information about the migration patterns of graduates; and
- determine the graduates' assessment of their experience at the NBCC.

The following section outlines the methodology used to achieve these research objectives.

### **3 SURVEY METHODOLOGY**

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The Department provided MQO Research with a database of the original listings for 1,511 graduates of regular NBCC programs in 2007-08. This database included all graduates for whom contact information was available in 2009 (for the one-year survey) along with updated contact information collected in 2009. Prior to the start of the survey (in April 2011), the database was reduced by six (6) graduates for whom an incomplete or partial telephone number was available. During the data collection period, two (2) respondents were removed from the original list because they were deceased, two (2) more were removed because they did not graduate from the noted program in 2007-08 and six (6) respondents were removed from the original list because of duplication. Following removal of these sixteen (16) names from the database, there were 1,495 potential contacts. In reporting data from this survey, 1,495 graduates of regular programs constitute the base for calculation of graduate population statistics.

The Department, in consultation with the NBCC, designed the survey instrument prior to the contract award. The survey used in this year's three-year follow-up survey is similar to the survey used in the last three-year follow-up survey. The survey was reviewed by MQO Research and administered via telephone using a Computer Assisted Telephone Interviewing (CATI) system.

This survey was administered by telephone and an attempt was made to contact all graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality of responses and were informed of their valuable contribution to the study. MQO Research's telephone interviewing staff completed a comprehensive training session prior to data collection and were informed of the project objectives and trained in the use of the final survey. MQO Research's toll-free number was provided to graduates if they had any questions or apprehensions about the survey.

Graduates were given the option to complete the survey in French or English. Data collection for this study was completed between April 21<sup>st</sup> and August 31<sup>st</sup>, 2011. In order to achieve the highest possible response rate for this study, unlimited callbacks were conducted on all working numbers. For graduates with outdated or unavailable contact information, various websites were used to source new contact information, where possible.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total graduates. The response rate for this study was 64% (952 completed interviews with a total graduate population of 1,495). The primary reason for non-contact was the lack of a current telephone number rather than a graduate's refusal to participate in the study.

The survey population for the three-year follow-up survey includes NBCC graduates of regular programs. Therefore, it is important to note that when comparisons are made with the one-year follow-up survey, all NBCC graduates from non-regular programs are removed from analysis.

Upon completion of data collection, the data file was cleaned and all open-ended responses coded. Following this, a final SPSS data file was provided to the Department.

#### **4 GRADUATE AND SURVEY POPULATIONS**

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Throughout this report, the information gathered through the three-year follow-up survey is used to describe the characteristics of the overall population of regular NBCC 2007-08 program graduates. Therefore, it is very important that the survey population (respondents) mirrors the overall 2007-08 NBCC graduate population. To determine whether the survey population is representative of the graduate population, an assessment of the response rate for each program was undertaken. The result of this assessment is presented in Table A-1 of the Appendix, which provides information on the survey response rates for each NBCC program. As previously noted, the overall response rate for this study was 64%.

Of the 102 individual regular programs available to the Class of 2007-08, MQO Research completed interviews with graduates from 98 programs. The programs (and number of graduates) from which interviews were not completed were Jewellery/Metal Arts (one graduate), Specialty Photography (two graduates), Applied Management in Hospitality and Tourism (seven graduates) and Electrical Engineering Technology – Electronics Design & Embedded Systems (three graduates). Most programs had acceptable response rates of 50% or greater; however, it was difficult to locate graduates from several programs, resulting in response rates in those programs of less than 50%. Table 1 summarizes the response rates for the fifteen (15) programs with response rates below 50% in the three-year follow-up study.

**Table 1: Programs with Response Rates Below 50%  
(2009 and 2011 Comparison)**

Program Name	# Of Regular Graduates	Response Rate	
		2009	2011
Welding Engineering Technology	9	78%	44%
Multimedia Graphic Design	9	29%	44%
Electrical Engineering Technology - Computer Systems	7	71%	43%
Photography	5	13%	40%
Animation and Graphics	15	80%	40%
Computer Systems Technician - General	25	63%	36%
Bricklaying - Masonry	14	48%	36%
Electrical Engineering Technology - Telecommunications	6	71%	33%
Environmental Technology	7	50%	29%
Bilingual Office Administration	4	67%	25%
Hospitality & Tourism Management - Hotel, Restaurant & Culinary	6	29%	17%
Jewellery/ Metal Arts	1	25%	0%
Specialty Photography	2	33%	0%
Applied Management in Hospitality and Tourism	6	100%	0%
Electrical Engineering Technology - Electronics Design & Embedded Systems	3	50%	0%

For this study, MQO Research attempted to contact 100% of graduates in programs with enrolment of 10 or less. In the overall population, there were 316 graduates from such programs and MQO Research successfully interviewed 191 or 60% of these graduates.

Table 2 provides a comparison of the graduate population and the survey population in terms of age, gender and college. The survey and graduate populations for regular programs are comparable in terms of gender and age distribution ensuring a representative survey population. The survey population is also representative of the graduate population with regards to the campus at which the programs were completed.

**Table 2: Population – Sample Comparison (Regular Program Graduates)**

<b>Characteristics</b>	<b>Graduate Population</b>	<b>Survey Population (Respondents)</b>
<b>Total Number</b>	<b>1,495</b>	<b>952</b>
<b>Gender</b>		
Male	60%	61%
Female	40%	39%
	100%	100%
<b>Age</b>		
24 or Younger	42%	43%
25-29	30%	30%
30-39	15%	14%
40-49	9%	10%
50+	3%	3%
	100%	100%
<b>Campus</b>		
Miramichi	18%	18%
Moncton	29%	30%
Saint John	28%	30%
St. Andrews	11%	10%
Woodstock	12%	11%
NBCCD	2%	2%
	100%	100%

In 2011, the average age of all graduates of regular programs and also of the survey population is 29 years of age. Table A-1 contains a breakdown of the average age of respondents surveyed within each program, as well as information on the gender distribution within each program.

At the time of the survey, 93% of graduates were residing in New Brunswick. Second to this, respondents lived in Nova Scotia (2%), Alberta (2%) and other locations (3%).

The information in Table 2 and Table A-1 (in the Appendix) demonstrates that the characteristics of the survey population mirror that of the graduate population. This ensures that the survey sample provides a solid base from which to generalize about the total population of NBCC graduates.

## **5 RESEARCH FINDINGS**

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This section summarizes the key survey findings in relation to the research objectives. Detailed tables in the Appendix provide survey results at the NBCC program level.

Throughout Section 5, comparative data is presented based on the information collected in the one-year follow-up survey (2009) and this survey (2011). To enable comparison, information collected in 2009 that is presented in this report is based exclusively on the information collected from *NBCC graduates of regular programs*.

### **5.1 Labour Force Participation and Employment Rates**

According to Statistics Canada definitions, respondents can be grouped into three mutually exclusive categories:

- Employed
- Unemployed
- Not in the Labour Force

The definition of the *labour force* is those people of the working population (15 years of age and over) who were employed or unemployed during the reference week.

*Employed* includes those respondents who worked during the reference week in return for wages, salary or a benefit. *Employed* also includes those who had a job, but were not working for the following reasons: temporary illness or disability, personal or family responsibilities, bad weather, labour dispute, vacation, and other unspecified reasons. *Employment* includes full-time employment (30 hours or more per week) and part-time employment (less than 30 hours per week).

*Unemployed* refers to respondents who during the reference week:

- were without work and had actively looked for work in the past four weeks, and were available for work; or
- had not been actively looking for work in the past four weeks, but had been laid off and were available for work (and were expecting to be recalled to the job from which they were laid off); or
- had not actively looked for work in the past four weeks, but had a new job to start in four weeks or less from the reference week and were available for work.

*Not in the labour force* refers to respondents who did not have a job and did not meet the criteria for an unemployed person.

## **5.2 Labour Force Participation Rates**

During the reference week of March 6th to March 12th, 2011, 93% of survey respondents were in the labour force, with the remaining 7% not in the labour force (not actively seeking work or not available for work).

When analysed by gender, labour force participation during the reference week was similar for males (93%) and females (94%).

Labour force participation has dropped slightly for the 2007-2008 graduating class since last interviewed. In 2009, one year following graduation, 96% of graduates of regular programs were in the labour force, with a participation rate of 97% for males and 94% for females.

Table A-2 in the Appendix presents data on labour force participation rates for respondents from each NBCC program. As presented in Table A-2:

- Respondents from 58 of the 98 programs contacted (59% of programs) had a 100% labour force participation rate.
- Respondents from eight of the 98 programs contacted (8% of programs) had labour force participation rates of less than 70%. These programs are as follows:
  - Aquaculture Technician - 67%
  - Nuclear Medicine Technology - 67%
  - Hospitality & Tourism Management - Global Tourism & Marketing - 67%
  - Computerized Numerically Controlled Manufacturing Technician - 60%
  - Electronic Game - 3D Graphics - 57%
  - Photography - 50%
  - Textiles - 50%
  - Creative Graphics - 33%

### 5.3 Employment Rate

For the purpose of this report, the **employment rate** is calculated as the percentage of employed graduates out of the total number of graduates in the labour force. The **unemployment rate** is calculated as the percentage of unemployed graduates out of the total number of graduates in the labour force.

During the reference week of March 6th to March 12th, 2011, the employment rate<sup>5</sup> for respondents was 88% and the unemployment rate was 12%. When contacted in 2009, one year after graduation from the NBCC, the employment rate was similar, measuring also 88%.

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<sup>5</sup> Females who were on maternity leave and graduates in a block release during the reference week were classified as employed.

When examined by gender, a statistically significant difference was found to exist with a higher employment rate for females (91%) compared to males (86%). However, employed males were significantly more likely than employed females to be working on a full-time basis (96% and 88%, respectively)<sup>6,7</sup>.

A similar difference was found between the male and female employment rates at the one-year follow-up survey, with a slightly higher percentage of females employed (90%) than males (86%).

A review of the data presented in Table A-2 demonstrates that:

- Respondents from 45 of the 98 programs contacted (46% of programs) had an employment rate of 100%.
- Respondents from five of the 98 programs contacted (5% of programs) had employment rates at or below 50%. These programs are as follows:
  - Environmental Technology - 50%
  - Hospitality & Tourism Management - Global Tourism & Marketing - 50%
  - Landscape - 33%
  - Fine Craft – Photography - 0%
  - Creative Graphics - 0%

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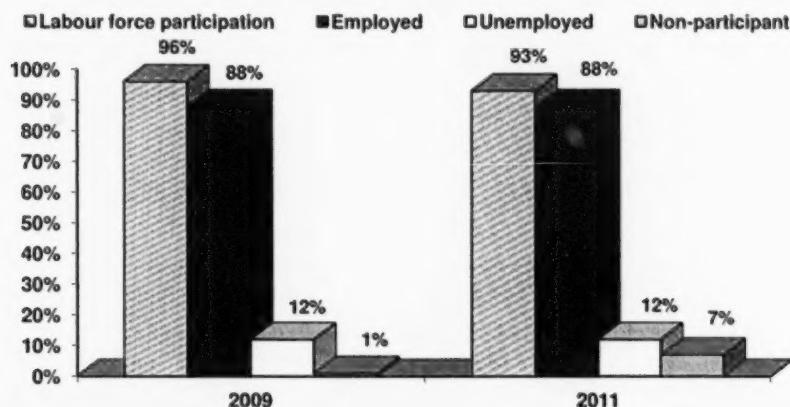
<sup>6</sup> Employment details including number of hours of work, occupation, and average wages were not collected for 44 graduates who were employed during the reference week. These graduates were on maternity leave or in a block release during the reference week.

<sup>7</sup> 28 employed graduates could not be classified as full-time or part-time and were therefore removed from the analysis.

#### 5.4 Comparative Labour Force Participation and Employment Rates

Chart 1 provides a comparison of the information collected regarding labour force participation and employment rates for the Class of 2007-08 at the one and three-year follow-up intervals upon the completion of their NBCC program.

**Chart 1: Labour Force Participation and Employment Rate**



As demonstrated in the above chart, the labour force participation rate has declined slightly from 2009 to 2011 (96% and 93% respectively), although the employment rate has remained stable (from 88% in 2009 to 88% in 2011).

#### 5.5 Employment in New Brunswick

In 2009, at their one-year follow-up survey, 93% of *employed* 2007-08 graduates from regular programs resided in New Brunswick, consistent with 93% of *employed* graduates in 2011. Among *employed* graduates contacted in 2011:

- 93% were residing in New Brunswick;
- 2% were in Nova Scotia;
- 2% were in Alberta;
- 1% were in Prince Edward Island; and
- 2% were in other locations.

Nearly two in ten (17%) *employed* NBCC graduates reported that they had lived or worked outside New Brunswick at some point since graduation. Within this group (n=131), 56% (n=73) had returned to the province by 2011 and are currently living in New Brunswick.

Relocation patterns of the *total group* of survey respondents are presented in Table A-6 of the Appendix.

## **5.6 Employment Related to Training**

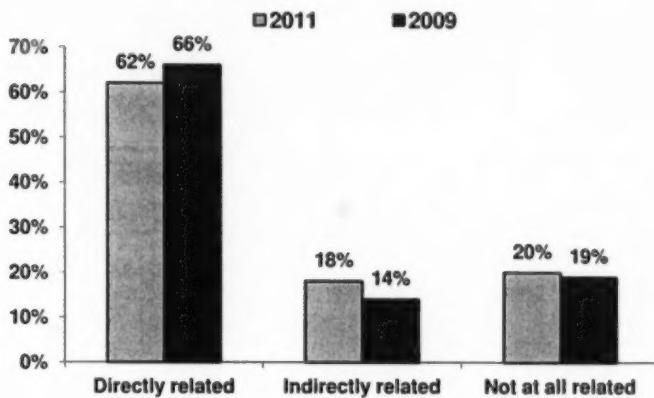
Among the survey respondents *employed* during the reference week:

- 62% were employed in positions which they described as directly related to the training they received through the NBCC;
- 18% described their position as indirectly related to the training they received through the NBCC; and
- 20% of employed graduates were in positions they described as not at all related to their NBCC training.

Table A-3 in the Appendix provides a summary of related employment by program for *full-time* employed graduates. Within this group of graduates employed on a *full-time* basis, the percentage employed in positions directly related to training received through the NBCC was slightly higher, at 64%.

One year following graduation, a slightly higher percentage of graduates were employed in positions directly related (66%) to their training, while a lower percentage were in indirectly related positions (14%) and a similar percentage in not at all related positions (19%).

**Chart 2: Relation of Employment to NBCC Program  
2009 and 2011 Comparison**



### **5.7 Hours of Work**

A key indicator of successful transition to the labour force is full-time graduate employment. Of employed graduates, 93% were employed in full-time positions working an average of 41 hours per week during the reference week<sup>8</sup>. In the one-year follow-up study, a similar percentage of employed graduates reported working on a full-time basis (94%). The average number of hours worked during the reference week in 2009 was also 41.

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<sup>8</sup> 28 employed graduates could not be classified as full-time or part-time and were therefore removed from the analysis.

The following table presents a summary of work patterns for male and female employed graduates of the Class of 2007-08. The percentage of males and females employed full-time has remained rather stable, with a similar percentage of males and females employed full-time in 2009, when compared to 2011. However, the percentage of males employed full-time remains higher in both 2009 and 2011 than the percentage of females employed full-time.

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**Table 3: Employment Patterns Reported in 2009 and 2011**

	<b>2009</b>	<b>2011</b>
Employed Full-time	94%	93%
Males	98%	96%
Females	89%	88%
Employed Part-time	6%	7%
Males	2%	4%
Females	11%	12%

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### 5.8 Average Weekly Earnings

Weekly full-time earnings during the reference week are detailed in Table A-3 of the Appendix.

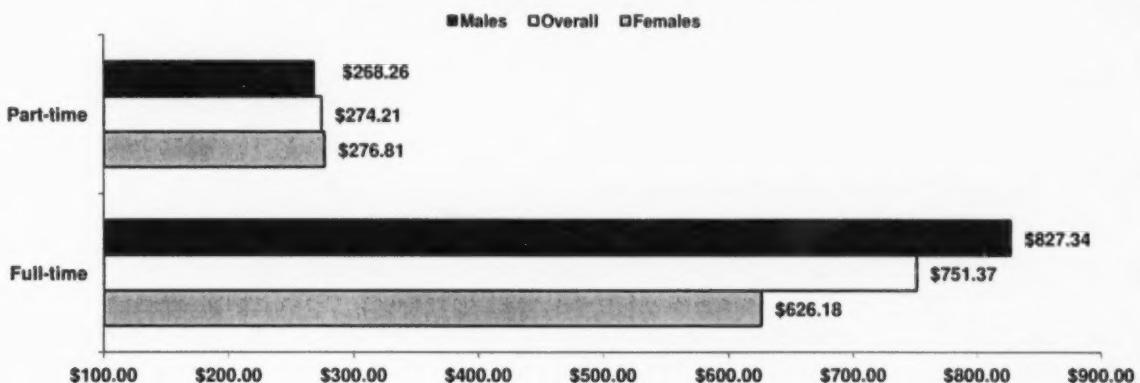
During the reference week, full-time earnings ranged from a low of \$175 to a high of \$2,200. The average wage was \$751.37 with a standard deviation of 337.63. When contacted in 2009, average full-time earnings for graduates employed in full-time positions ranged from \$200 to \$1,750 with an average wage of \$660.73 and a standard deviation of 294.18.

Over the two-year period since 2009, there was an increase in the average weekly earnings among graduates who were employed in full-time positions directly related to their field of study at the NBCC. Full-time NBCC graduates employed in positions *directly related* to their program of study reported average weekly earnings ranging from \$175 to \$2,200 with an average of \$788.91. This compares to an average of \$679.86 in

2009 for graduates employed in full-time positions *directly related* to their program of study, with a range of \$225 to \$1,750.

The average earnings for graduates reporting full-time and part-time hours in the reference week are summarized in the following chart:

Chart 3: Wage Levels by Gender and Hours Worked



There was a significant gap between the full-time wages of male and female graduates of the NBCC. Male graduates employed on a full-time basis reported average earnings of \$827.34, while female graduates employed on a full-time basis reported average earnings of \$626.18 (76% of wages earned by males). Table 4 presents additional information to compare the wages of male and female graduates in 2009 and 2011.

**Table 4: Reported Earnings of Regular Program Graduates  
Full-time/Part-time Employment (2009-2011)**

	<b>2009</b>	<b>2011</b>
Employed Full-time	94%	93%
Average Hours Worked - All	41	41
Males	43	42
Females	39	40
Average Weekly Earnings (F-T)	\$660.73	\$751.37
Males	\$701.80	\$827.34
Females	\$588.82	\$626.18
Employed Part-time	6%	7%
Average Hours Worked – All	19	21
Males	19	20
Females	19	21
Average Weekly Earnings (P-T)	\$293.08	\$274.21
Males	\$306.45	\$268.26
Females	\$288.00	\$276.81

Based on the information provided in the table above, the following observations are provided:

- Average weekly earnings have increased by 12% from \$660.73 in 2009 to \$751.37 in 2011 for NBCC graduates employed on a full-time basis.
- Full-time NBCC 2007-08 graduates employed in positions directly related to their program of study reported average weekly earnings of \$788.91, which is 14% higher than 2007-08 graduates in similar positions contacted one year following graduation.

- In 2009, female graduates working full-time earned approximately 84% of the earnings of male graduates working full-time. In 2011, full-time female graduates earned 76% of the earnings of full-time male graduates.

Table 5 compares the reference week wages of 2007-08 graduates employed in full-time positions directly related to their NBCC training, for 2009 and 2011, *by NBCC program*. The programs that are listed within the table are programs where at least 10 graduates provided wage information for both the 2009 and 2011 follow-up interviews.

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**Table 5: Comparative Wages in Reference Week by NBCC Programs  
(Full-time, Directly Related Positions)**

Program Title	Sample 2011	Average Reference Week Wage		% Change
		2009	2011	
<b>Overall (Full-time, Directly Related)</b>	<b>369</b>	<b>\$679.86</b>	<b>\$788.91</b>	<b>+14%</b>
Office Administration - General	18	\$561.71	\$626.94	10%
Electrical	16	\$657.95	\$882.88	25%
Human Services	14	\$469.17	\$522.03	10%
Automotive Service Technician	12	\$444.65	\$620.00	28%
Business Administration - Accounting	12	\$606.53	\$657.33	8%
Civil Engineering Technology - Construction Management	11	\$816.67	\$949.10	14%
Office Administration - Executive	10	\$574.58	\$622.68	8%

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Table 6 compares the reference week wages of 2007-08 graduates employed in full-time positions directly related to their NBCC training, for 2009 and 2011, *by occupation*. The occupations that are listed within the table are those where at least 10 graduates provided wage information for both the 2009 and 2011 follow-up interviews.

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**Table 6: Comparative Full-time Wage Information for Specific Occupations Directly Related to the Program Completed**

Occupation	Sample 2011	Average Reference Week Wage		% Change
		2009	2011	
<b>Overall (Full-time, Directly Related)</b>	<b>369</b>	<b>\$679.86</b>	<b>\$788.91</b>	<b>+14%</b>
Electricians	17	\$673.42	\$901.53	+25%
Automotive Service Technicians	16	\$474.58	\$644.56	+26%
Electronic Service Technicians	12	\$748.45	\$779.58	+4%
Welders	12	\$692.39	\$790.67	+12%
Computer Programmers and Interactive Media Developers	10	\$679.77	\$681.30	0%

Table 7 compares wages among 2007-08 graduates in 2009 and 2011 who were employed in full-time positions that were either directly, indirectly, or not at all related to the NBCC program completed. As evident in Table 7, graduates employed full-time have seen significant increases (12% overall) in their weekly income since 2009.

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**Table 7: Comparative Full-time Wage Information**

Relation of Job to Training	Average Reference Week Wage		% Change
	2009	2011	
<b>Overall (Full-time)</b>	<b>\$660.73</b>	<b>\$751.37</b>	<b>+12%</b>
Directly Related	\$679.86	\$788.91	+14%
Indirectly Related	\$681.59	\$736.56	+7%
Not at all Related	\$582.38	\$626.17	+7%

### 5.9 Employment Status

Each respondent provided information about his or her employment status in relation to the main job held during the reference week. The information collected in 2011 (three years following graduation) and the information collected in 2009 (one year following graduation) is presented in Table 8.

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**Table 8: Comparison of Employment Status for Main Position in Reference Week  
Regular Program Graduates**

	2009	2011
Permanent Positions	75%	82%
Temporary/Casual Positions	24%	13%
Self-employed	1%	2%
Other	-	2%

---

As Table 8 demonstrates, the percentage of graduates employed in permanent positions increased significantly from 2009 to 2011, and the percentage of graduates employed in temporary/casual positions decreased significantly over the same period.

### **5.10 Time in Current Employment**

Respondents who were employed in the reference week had been employed in that position for approximately 21 months (assuming a start date of July 1, 2008 and a maximum of 33 months).

Of those employed during the reference week:

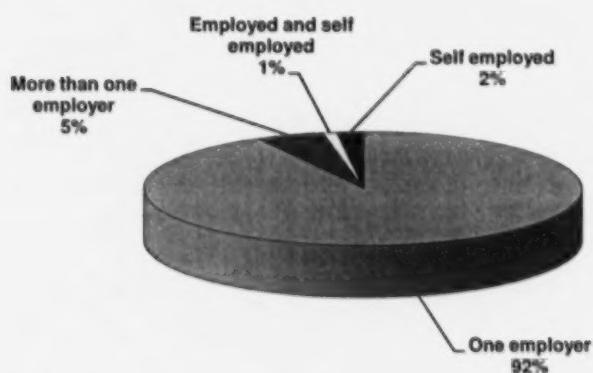
- 18% had been employed for a period of 6 months or less;
- 15% had been employed for a period of 7-12 months;
- 18% had been employed for a period of 13-24 months;
- 17% had been employed for a period of 25-32 months; and
- 32% had been employed for the full 33-month period.

Graduates employed in positions directly related to the NBCC training program completed were, on average, employed in that position longer (25 months) than respondents in positions indirectly related (19 months) or not at all related (13 months) to the program completed.

### 5.11 Work Situation in Reference Week

Employed graduates were asked to describe their work situation during the reference week of March 6th to March 12th, 2011. Information about the various work situations for graduates of each program is presented in Table A-4 in the Appendix. The following chart demonstrates that over nine in ten employed NBCC graduates (92%) were working for one employer during the reference week.

Chart 4: Work Situation In Reference Week



As demonstrated in Table 9, the percentage of graduates working for one employer has remained relatively stable in the two year period following the one-year follow-up survey (93% in 2011 compared to 92% in 2009).

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Table 9: Work Situation in Reference Week  
Graduates of Regular Programs

	2009	2011
One employer	93%	92%
More than one employer	5%	5%
Employed/Self-employed	2%	1%
Self-employed only	1%	2%

### 5.12 Summary of Graduate Employment

Table 10 summarizes the employment information for 2007-08 NBCC graduates one year and three years after graduation.

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**Table 10: Comparative Information of the Class of 2007-08  
Graduates of Regular Programs**

	<b>2009</b>	<b>2011</b>
Labour force participation rate	96%	93%
Employment rate	88%	88%
Percent of those employed working full-time	94%	93%
Average weekly full-time wage	\$660.73	\$751.37

The above table indicates that the labour force participation rate is slightly lower three years following graduation when compared to the one-year follow-up. However, graduates employed on a full-time basis are earning 12% more in wages, and the employment rate has remained stable at 88%.

### 5.13 Graduates Not Working in Reference Week

This section provides a summary of the 172 graduates (18%) who were not working during the reference week. Those not working include those who were unemployed and those who were not in the labour force.

Of those not working:

- 63% of respondents were actively seeking employment, waiting to return to work from a lay-off, or waiting for a job to start (within four weeks of the reference week); and
- 37% of respondents were not in the labour force.

The main reasons for not working in the reference week included:

- Attending a full-time study/ training program – 31%
- Inability to find employment – 23%
- Waiting for recall to a previous position after a layoff – 17%
- Inability to find employment related to training – 11%
- Own illness or disability – 5%
- Waiting for a position to commence – 4%
- Personal/ family responsibilities – 2%
- Available jobs require more training/education - 2%
- Other reasons – 5%

Male graduates (66%) were more likely than female graduates (57%) to be unemployed while female graduates (43%) were more likely than male graduates (34%) to be classified as not in the labour force.

#### **5.14 Overall Employment Since Graduation**

Overall, approximately 99% of 2007-08 graduates who completed the three-year follow-up interview had been employed in at least one job since graduation from their NBCC program of study. Table A-5 in the Appendix presents the employment history of respondents by program since their graduation from the NBCC.

Over the 33-month period since their graduation from the NBCC (July 2009-March 2011), respondents were employed in an average of two jobs and employed for an average of 30 months. Respondents averaged 26 months in positions directly or indirectly related to their NBCC program of study.

Of those respondents:

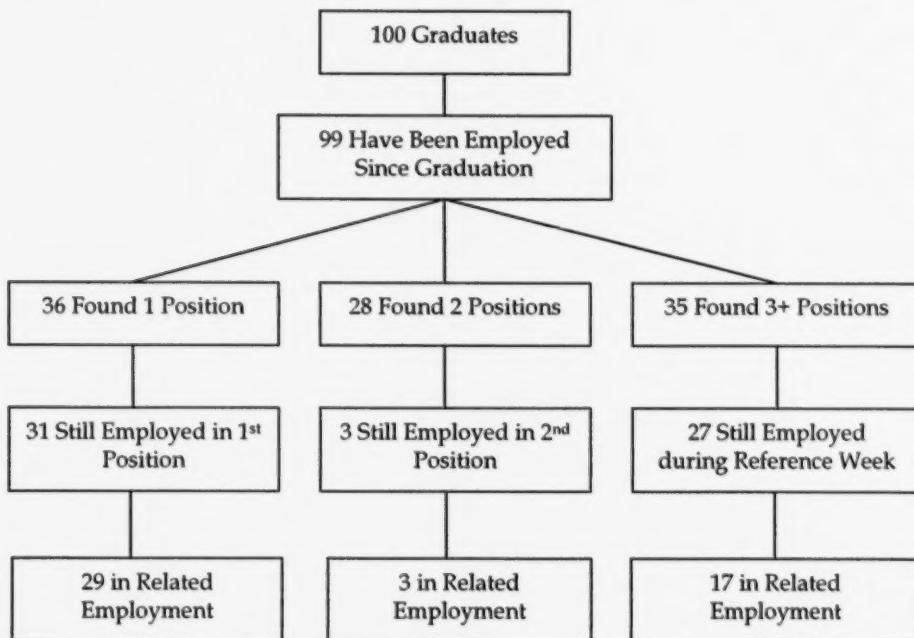
- 50% resumed, or continued with employment held prior to completion of their NBCC program;
- 45% started their first job following completion of their NBCC program in 2008;
- 5% started their first job in 2009; and
- 1% started their first job in 2010 or later.

Furthermore, since completion of the NBCC program:

- 36% have held one employment position;
- 28% have held two employment positions;
- 18% have held three employment positions;
- 17% have held four or more employment positions; and
- Less than 1% have not been employed.

Employment patterns for NBCC graduates are presented in Chart 5, using an index where the total number of graduates from 2008 is represented by a value of 100. Overall, 99 out of 100 graduates have been employed since graduation. Of the 99, 36 have held one employment position and 31 were still employed in that position in the reference week. Of those still employed in their first position, 29 graduates reported being in a position directly or indirectly related to their NBCC training.

**Chart 5: Three Years Following Graduation**



Those who held one or two jobs since graduating from the NBCC had a higher employment rate during the reference week (92% for those with one job and 91% for those with two jobs) compared to those who held three or more jobs (82%).

### **5.15 Migration of Graduates**

Approximately two out of ten survey respondents (17%) lived or worked outside New Brunswick at some time since their graduation in 2008. Of those who lived or worked outside of New Brunswick, 50% relocated in an effort to find employment, while the other 50% relocated for other reasons.

Table A-6 in the Appendix presents information about graduate relocation by program.

On average, graduates who left New Brunswick to find employment required an average of 5.1 weeks to find a job, while 59% had a job arranged prior to relocation.

### **5.16 Additional Education and Training**

Since completing their NBCC training in 2008, 40% of surveyed graduates reported that they had returned to school/training or were currently enrolled in an apprenticeship program:

- 74% (n=281) reported returning to an education/training program or enrolling in an apprenticeship program within the same field of study that they completed in 2008; and
- 26% (n=99) reported returning to an education/training program or enrolling in an apprenticeship program within a different area of study.

Among those who reported that they had returned to school/training (n=381):

- 40% were attending full-time studies;
- 18% were attending part-time studies; and
- 42% were currently enrolled in an apprenticeship program.

Among *employed* graduates who returned to full- or part-time studies (n=73), 34% reported that they needed to complete the additional training to qualify for their current main position.

Within the *total group* of respondents, 17% (n=160) reported that they were currently registered in an apprenticeship program.

Detailed information about education, training and apprenticeships following completion of a program at the NBCC is presented in Table A-7 of the Appendix.

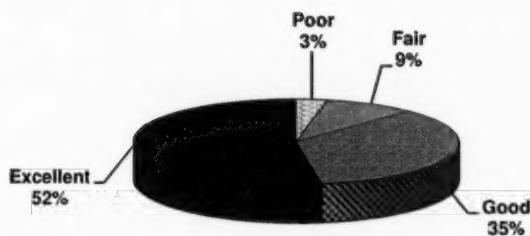
### 5.17 Evaluation of NBCC Programs

All NBCC graduates who completed the survey were asked the following question:

*In general, would you say your training program did an excellent, good, fair or poor job of preparing you for a job in a related field?*

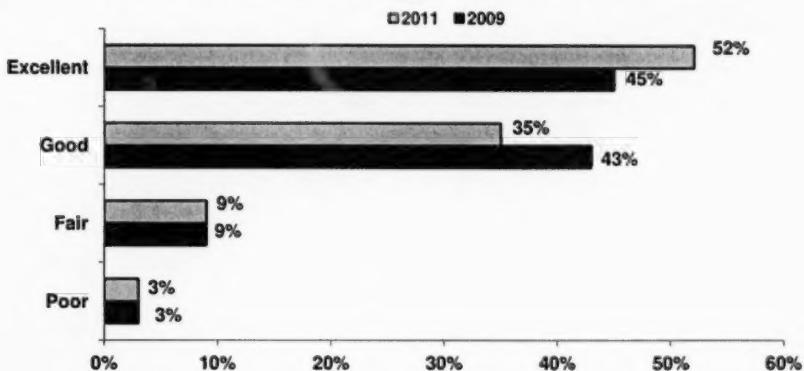
Table A-8 in the Appendix presents a summary of the responses provided by the NBCC graduates in each program. The following chart shows an overall summary of the evaluations provided by graduates in 2011, three years following graduation.

**Chart 6: Program Rating for Job Preparedness**



The following chart compares the evaluation of the performance of NBCC programs with regards to job preparedness one year following graduation (2009) and three years following graduation (2011).

**Chart 7: Program Rating for Job Preparedness in 2009 and 2011**



There has been a statistically significant increase in those evaluating NBCC programs as ‘excellent’ with regards to job preparedness. Overall, the *total* percentage of respondents who evaluate the NBCC as ‘excellent’ in preparing graduates for employment has increased compared to 2009 as fewer are rating it as ‘good’ (from 43% in 2009 to 35% in 2011).

Table 11 provides an overview of the graduates’ evaluation of their preparation for employment by labour force status.

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**Table 11: Program Evaluation by Labour Force Status**

	<b>Overall</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Not in Labour Force</b>
<b>2009</b>				
Excellent	45%	44%	32%	40%
Good	43%	42%	48%	44%
Fair	9%	8%	14%	11%
Poor	3%	3%	6%	4%
	100%	100%	100%	100%
<b>2011</b>				
Excellent	52%	55%	47%	36%
Good	35%	35%	35%	45%
Fair	9%	9%	10%	13%
Poor	3%	2%	7%	6%
	100%	100%	100%	100%

Overall, the above table demonstrates that in 2011 as in 2009, unemployed graduates provided less favourable evaluations of their preparation for employment compared to employed graduates.

### **5.18 Additional Skills Developed at the NBCC**

Survey respondents were asked:

*In addition to occupational skills, were there any other skills or abilities that you developed during your training at the New Brunswick Community College that helped you find a job?*

Overall, 422 survey respondents (44%) identified additional skills or abilities developed during their training at the NBCC that helped them to find a job.

The following table summarizes the skills identified by NBCC graduates three years following graduation:

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**Table 12: Additional Skills Acquired Through the NBCC**

<b>Skills Identified</b>	<b>Overall</b>
Communication skills/social skills	30%
Resumé development/job search skills/interviewing techniques	26%
Computer skills	5%
Self confidence/independence	4%
Group/team work	3%
Hands on experience	3%
Organizational skills	3%
Time management skills	3%
General office skills	2%
Other skills	21%
	100%

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## **6 CONCLUSIONS**

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This report presents a summary of the findings from the 2011 Three-Year Graduate Follow-up Survey of 2007-08 Graduates of the New Brunswick Community College. This study represents the fifteenth three-year follow-up survey conducted with New Brunswick Community College graduates<sup>9</sup>. The data gathered from this study is similar to that collected in the most recent report published in 2010 and suggests that graduates follow similar patterns in the three-year period following graduation.

The following points summarize the primary findings of this study:

- Over the period of 2009-2011, the labour force participation rate for graduates has declined slightly (96% in 2009; 93% in 2011).
- The employment rate for this class of graduates has remained stable over the two-year period from 2009 (88%) to 2011 (88%).
- Graduates employed on a full-time basis averaged 41 hours of work per week and earned an average weekly income of \$751.37. The average weekly income was 12% higher than what graduates earned on a weekly basis in 2009 (\$660.73).
- A weekly income gap was found to exist between male and female NBCC graduates, as females employed on a full-time basis earned 76% of the average earnings of male graduates employed on a full-time basis. This wage gap has increased over the two-year period since this group of graduates was last surveyed (84% in 2009).
- The percentage of NBCC graduates employed in permanent positions increased from 75% in 2009 to 82% in 2011.

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<sup>9</sup> This survey was not completed in 2008.

- Approximately two in ten survey respondents (17%) lived or worked outside New Brunswick since graduation from the NBCC. Of those who lived or worked outside of New Brunswick, 50% relocated in an effort to find employment, while 50% relocated for other reasons. Within this group, 59% have since returned to the province. In total, 93% of the graduating class of 2007-08 currently reside in New Brunswick.
- Since graduating from NBCC in 2008, 40% of graduates reported that they had returned to school/training or had enrolled in an apprenticeship program. Of those graduates who returned to school, 74% reported returning to an education/training program or enrolling in an apprenticeship program within the same field of study that they completed in 2008.
- Overall, 87% of graduates reported that the NBCC had done an excellent (52%) or good (35%) job of preparing them for future employment in a related field.
- Overall, 44% of graduates reported that they had acquired additional skills or abilities during their training at the NBCC that helped them to find employment. Commonly reported skills/ abilities included communication/ social skills (30%) and resume development/job search skills/interviewing techniques (26%).

## **APPENDIX**

**Table A-1**  
**Survey Response Rate by Program**

Academic Program # <sup>10</sup>	Program <sup>11</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2011
			Males	Females		
	<b>Overall</b>	<b>1495</b>	<b>582</b>	<b>370</b>	<b>64%</b>	<b>29</b>
172	Aircraft Technology - Avionics	5	3	-	60%	25
078	Animation and Graphics	15	3	3	40%	25
114	Applied Management in Hospitality and Tourism	6	-	-	0%	-
003	Aquaculture Technician	9	2	4	67%	34
011	Art Fundamentals	27	9	6	56%	27
315	Automotive Business Retail	7	2	2	57%	26
087	Automotive Marketing and Business Studies	10	6	1	70%	28
021	Automotive Service Technician	47	28	1	62%	26
093	Bilingual Office Administration	4	-	1	25%	49
186	Bricklaying - Masonry	14	5	-	36%	31
258	Business Administration - Accounting	50	11	19	60%	29
258	Business Administration - General	39	12	13	64%	29
258	Business Administration - Investment Management	14	3	5	57%	26
258	Business Administration - Marketing	12	5	5	83%	28
258	Business Administration - Sales and Marketing	11	4	2	55%	29
258	Business Administration - Transportation Management	7	-	5	71%	34
144	Carpentry	46	25	4	63%	28
112	Chemical Technology	10	1	7	80%	29
005	Civil Engineering Technology - Architectural	18	8	4	67%	28
005	Civil Engineering Technology - Building Systems	7	4	1	71%	25
005	Civil Engineering Technology - Construction Management	17	12	1	76%	29
005	Civil Engineering Technology - Geomatics	2	2	-	100%	28
005	Civil Engineering Technology - Highway and Municipal	14	6	2	57%	31
005	Civil Engineering Technology - Structural	15	11	2	87%	26
281	Computer Network Technology - Network Design and Administration	19	13	1	74%	29
281	Computer Network Technology - Network/Web Support	5	4	-	80%	24
280	Computer Programming Technology - Internet Application Programmer	6	3	-	50%	33
280	Computer Programming Technology - Programmer/Analyst	12	6	-	50%	27
279	Computer Systems Technician - Desktop Support	19	12	3	79%	32
279	Computer Systems Technician - General	25	9	-	36%	27
008	Computerized Numerically Controlled Manufacturing Technician	8	4	1	63%	26
009	Cook	21	4	7	52%	24
036	Correctional Techniques	18	11	1	67%	31
052	Creative Graphics	5	2	1	60%	25
088	Criminal Justice	21	8	10	86%	25
107	Early Childhood Education	29	1	17	62%	26
010	Electrical	53	37	-	70%	26
278	Electrical Engineering Technology - Alternate Energy Systems	9	6	-	67%	32

<sup>10</sup> In this and all tables, the "Academic Program" field reflects the program code used to identify the program.

<sup>11</sup> In this and all tables, the "Program" field reflects the program names as they were in 2007-08.

**Table 1-1**  
**Survey Response Rate by Program**

Academic Program # <sup>10</sup>	Program <sup>11</sup>	Total Graduates	# Respondents		Response Rate	Average Age in 2011
			Males	Females		
	<b>Overall</b>	<b>1495</b>	<b>582</b>	<b>370</b>	<b>64%</b>	<b>29</b>
278	Electrical Engineering Technology - Computer Systems	7	3	-	43%	25
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	1	-	100%	29
278	Electrical Engineering Technology - Electronic Communication Systems	12	9	1	83%	31
278	Electrical Engineering Technology - Electronics Design & Embedded Systems	3	-	-	0%	-
278	Electrical Engineering Technology - Industrial Electronics	13	8	-	62%	27
278	Electrical Engineering Technology - Telecommunications	6	2	-	33%	30
116	Electronic Game - 3D Graphics	11	7	-	64%	25
068	Electronic Game Design	9	5	-	56%	25
012	Environmental Technology	7	2	-	29%	44
039	Fashion Design	5	-	3	60%	27
301	Fine Craft - Creative Graphics	1	1	-	100%	29
301	Fine Craft - Photography	1	-	1	100%	23
283	Floor Installer	13	7	-	54%	30
046	Graphic Arts Electronic Press	9	1	4	56%	25
014	Heavy Equipment Service Technician	12	10	-	83%	26
194	Hospitality & Tourism Management - Adventure Recreation	8	1	4	63%	25
235	Hospitality & Tourism Management - Culinary	10	3	3	60%	28
192	Hospitality & Tourism Management - Global Tourism & Marketing	6	1	2	50%	24
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	6	-	1	17%	28
196	Hospitality & Tourism Management - International Tourism	20	-	13	65%	24
150	Human Resource Management	21	2	9	52%	35
085	Human Services	58	3	38	71%	31
067	Industrial Control Technology	19	12	2	74%	37
016	Industrial Mechanics	29	22	-	76%	27
100	International Business	6	4	2	100%	29
40	Jewellery/ Metal Arts	1	-	-	0%	-
047	Journalism	9	2	6	89%	24
077	Landscape	10	4	2	60%	26
017	Machinist	29	18	1	66%	29
018	Marine Diesel Mechanics	14	8	-	57%	30
019	Mechanical Engineering Technology - Buildings - Energy & Environment	9	7	-	78%	34
019	Mechanical Engineering Technology - CAD/CAM	4	2	-	50%	34
019	Mechanical Engineering Technology - Production Management	8	7	-	88%	29
109	Mechanical Technician	16	12	-	75%	33
030	Medical Laboratory Technology	17	1	8	53%	29
020	Motor Vehicle Body Repairer and Painter	13	7	1	62%	26
190	Multimedia Graphic Design	9	2	2	44%	29
028	Nuclear Medicine Technology	6	2	1	50%	26
257	Office Administration - Executive	34	1	20	62%	30
257	Office Administration - General	87	2	47	56%	31
257	Office Administration - Medical	4	-	3	75%	25

**Table A-1**  
**Survey Response Rate by Program**

Academic Program # <sup>10</sup>	Program <sup>11</sup>	Total Graduates	# Respondents Males	# Respondents Females	Response Rate	Average Age in 2011
	<b>Overall</b>	<b>1495</b>	<b>582</b>	<b>370</b>	<b>64%</b>	<b>29</b>
256	Office Administration Certificate	2	-	1	50%	25
314	Personal Support Worker - Acute Care	15	1	10	73%	35
106	Pharmacy Technician	22	4	12	73%	27
232	Photographic Digital Imaging Technician	8	1	5	75%	25
041	Photography	5	1	1	40%	29
139	Plumbing / Pipe Trades	16	10	-	63%	24
290	Police Foundations	9	6	-	67%	23
023	Power Engineering Technology	23	14	-	61%	32
111	Practical Nurse	14	1	11	86%	33
072	Production Welder - MIG	10	6	-	60%	24
216	Pulp & Paper Process Technician	8	6	1	88%	28
031	Refrigeration and Air Conditioning Technician	17	13	-	76%	25
048	Respiratory Therapy	14	2	8	71%	28
033	Sheet Metal Fabrication	10	7	-	70%	24
095	Specialty Photography	2	-	-	0%	-
026	Steel Fabrication	12	9	-	75%	25
038	Surface Design	5	1	2	60%	27
042	Textiles	2	-	2	100%	27
073	Transport Refrigeration Service Technician	1	-	1	100%	28
022	Truck & Transport Service Technician	12	7	-	58%	25
027	Welding	44	29	1	68%	29
029	Welding Engineering Technology	9	3	1	44%	28
050	Youth Care Worker	16	-	11	69%	28

Academic Program Number – Program Identifier

Program - Program Name

Total Graduates - Total Number of Graduates in Programs

Respondents - Total Number of Graduates Who Completed the Three-Year Follow-up Interview

Response Rate - Percentage of Graduates Interviewed to Total Number of Graduates

Average Age - Average Age of Graduates Interviewed

**Table A-2**  
**Labour Market Information for the Reference Week**

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	<b>Overall</b>	<b>952</b>	<b>888</b>	<b>93%</b>	<b>88%</b>	<b>79%</b>
172	Aircraft Technology - Avionics	3	3	100%	100%	100%
078	Animation and Graphics	6	5	83%	60%	33%
003	Aquaculture Technician	6	4	67%	100%	50%
011	Art Fundamentals	15	11	73%	64%	57%
315	Automotive Business Retail	4	3	75%	100%	67%
087	Automotive Marketing and Business Studies	7	7	100%	86%	100%
021	Automotive Service Technician	29	25	86%	92%	78%
093	Bilingual Office Administration	1	1	100%	100%	100%
186	Bricklaying - Masonry	5	5	100%	80%	50%
258	Business Administration - Accounting	30	30	100%	93%	89%
258	Business Administration - General	25	24	96%	92%	82%
258	Business Administration - Investment Management	8	7	88%	100%	71%
258	Business Administration - Marketing	10	10	100%	90%	78%
258	Business Administration - Sales and Marketing	6	5	83%	100%	60%
258	Business Administration - Transportation Management	5	5	100%	100%	80%
144	Carpentry	29	29	100%	66%	73%
112	Chemical Technology	8	7	88%	100%	71%
005	Civil Engineering Technology - Architectural	12	12	100%	92%	100%
005	Civil Engineering Technology - Building Systems	5	5	100%	100%	100%
005	Civil Engineering Technology - Construction Management	13	13	100%	92%	100%
005	Civil Engineering Technology - Geomatics	2	2	100%	100%	100%
005	Civil Engineering Technology - Highway and Municipal	8	7	88%	71%	100%
005	Civil Engineering Technology - Structural	13	11	85%	100%	91%
281	Computer Network Technology - Network Design and Administration	14	13	93%	92%	92%
281	Computer Network Technology - Network/Web Support	4	4	100%	100%	100%
280	Computer Programming Technology - Internet Application Programmer	3	3	100%	67%	100%
280	Computer Programming Technology - Programmer/Analyst	6	6	100%	100%	100%
279	Computer Systems Technician - Desktop Support	15	14	93%	79%	91%
279	Computer Systems Technician - General	9	8	89%	88%	100%
008	Computerized Numerically Controlled Manufacturing Technician	5	3	60%	100%	67%
009	Cook	11	11	100%	91%	60%
036	Correctional Techniques	12	12	100%	100%	100%
052	Creative Graphics	3	1	33%	-	-
088	Criminal Justice	18	16	89%	88%	62%
107	Early Childhood Education	18	18	100%	94%	76%
010	Electrical	37	36	97%	83%	85%
278	Electrical Engineering Technology - Alternate Energy Systems	6	6	100%	100%	100%
278	Electrical Engineering Technology - Computer Systems	3	3	100%	100%	100%

**Table A-2**  
**Labour Market Information for the Reference Week**

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	<b>Overall</b>	<b>952</b>	<b>888</b>	<b>93%</b>	<b>88%</b>	<b>79%</b>
278	Electrical Engineering Technology - Electronic Communication Systems	10	10	100%	100%	80%
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	1	100%	100%	100%
278	Electrical Engineering Technology - Industrial Electronics	8	8	100%	88%	86%
278	Electrical Engineering Technology - Telecommunications	2	2	100%	100%	100%
116	Electronic Game - 3D Graphics	7	4	57%	100%	50%
068	Electronic Game Design	5	5	100%	60%	100%
012	Environmental Technology	2	2	100%	50%	100%
039	Fashion Design	3	3	100%	67%	50%
301	Fine Craft - Creative Graphics	1	1	100%	100%	100%
301	Fine Craft - Photography	1	1	100%	-	-
283	Floor Installer	7	6	86%	67%	25%
046	Graphic Arts Electronic Press	5	5	100%	100%	67%
014	Heavy Equipment Service Technician	10	9	90%	89%	100%
194	Hospitality & Tourism Management - Adventure Recreation	5	5	100%	100%	40%
235	Hospitality & Tourism Management - Culinary	6	6	100%	83%	80%
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	2	67%	50%	100%
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	1	100%	100%	100%
196	Hospitality & Tourism Management - International Tourism	13	12	92%	100%	55%
150	Human Resource Management	11	11	100%	73%	75%
085	Human Services	41	36	88%	94%	84%
067	Industrial Control Technology	14	14	100%	100%	93%
016	Industrial Mechanics	22	22	100%	82%	82%
100	International Business	6	5	83%	80%	50%
047	Journalism	8	6	75%	100%	17%
077	Landscape	6	6	100%	33%	50%
017	Machinist	19	19	100%	84%	60%
018	Marine Diesel Mechanics	8	8	100%	100%	86%
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	7	100%	100%	86%
019	Mechanical Engineering Technology - CAD/CAM	2	2	100%	100%	100%
019	Mechanical Engineering Technology - Production Management	7	7	100%	100%	100%
109	Mechanical Technician	12	12	100%	75%	56%
030	Medical Laboratory Technology	9	9	100%	100%	100%
020	Motor Vehicle Body Repairer and Painter	8	8	100%	88%	43%
190	Multimedia Graphic Design	4	4	100%	75%	100%
028	Nuclear Medicine Technology	3	2	67%	100%	100%
257	Office Administration - Executive	21	21	100%	90%	82%

**Table A-2**  
**Labour Market Information for the Reference Week**

Academic Program #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	<b>Overall</b>	<b>952</b>	<b>858</b>	<b>93%</b>	<b>88%</b>	<b>79%</b>
257	Office Administration - General	49	48	98%	88%	78%
257	Office Administration - Medical	3	3	100%	100%	100%
256	Office Administration Certificate	1	1	100%	100%	100%
314	Personal Support Worker - Acute Care	11	8	73%	100%	100%
106	Pharmacy Technician	16	13	81%	92%	75%
232	Photographic Digital Imaging Technician	6	5	83%	80%	-
041	Photography	2	1	50%	100%	-
139	Plumbing / Pipe Trades	10	9	90%	89%	100%
290	Police Foundations	6	6	100%	83%	80%
023	Power Engineering Technology	14	14	100%	100%	100%
111	Practical Nurse	12	12	100%	100%	100%
072	Production Welder - MIG	6	5	83%	80%	100%
216	Pulp & Paper Process Technician	7	7	100%	86%	100%
031	Refrigeration and Air Conditioning Technician	13	13	100%	85%	73%
048	Respiratory Therapy	10	10	100%	100%	100%
033	Sheet Metal Fabrication	7	5	71%	100%	25%
026	Steel Fabrication	9	7	78%	86%	80%
038	Surface Design	3	3	100%	67%	50%
042	Textiles	2	1	50%	100%	100%
073	Transport Refrigeration Service Technician	1	1	100%	100%	-
022	Truck & Transport Service Technician	7	6	86%	100%	100%
027	Welding	30	29	97%	69%	60%
029	Welding Engineering Technology	4	4	100%	75%	100%
050	Youth Care Worker	11	10	91%	90%	75%

Academic Program Number – Program Identifier

Program - Program Name

Total Respondents - Total Number of Graduates Who Completed the Three-Year Follow-up Interview

Number in Labour Force - Number of Respondents Participating in the Labour Force

Participation Rate - Percentage of Respondents Participating in the Labour Force

Employment Rate - Percentage of Respondents in the Labour Force who are Employed

In Related Employment – Percentage of Respondents Employed (Full-Time and Part-Time) who are in Positions Directly or Indirectly Related to NBCC Program

Academic Program #	Program	Total Employed FT	(Full-Time Employment)			
			In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	<b>Overall</b>	<b>657</b>	<b>64%</b>	<b>17%</b>	<b>41</b>	<b>\$751</b>
172	Aircraft Technology - Avionics	3	100%	-	40	\$649
078	Animation and Graphics	2	-	50%	38	\$356
003	Aquaculture Technician	4	50%	-	37	\$416
011	Art Fundamentals	5	60%	20%	39	\$459
315	Automotive Business Retail	2	50%	-	42	\$800
087	Automotive Marketing and Business Studies	6	100%	-	47	\$883
021	Automotive Service Technician	18	72%	6%	42	\$594
093	Bilingual Office Administration	1	100%	-	40	\$800
186	Bricklaying - Masonry	4	25%	25%	44	\$890
258	Business Administration - Accounting	26	50%	38%	41	\$656
258	Business Administration - General	18	50%	33%	39	\$630
258	Business Administration - Investment Management	6	33%	50%	40	\$593
258	Business Administration - Marketing	8	25%	50%	39	\$729
258	Business Administration - Sales and Marketing	4	25%	25%	48	\$438
258	Business Administration - Transportation Management	5	60%	20%	48	\$786
144	Carpentry	14	79%	-	41	\$538
112	Chemical Technology	6	50%	33%	48	\$1,181
005	Civil Engineering Technology - Architectural	10	80%	20%	39	\$726
005	Civil Engineering Technology - Building Systems	4	100%	-	45	\$883
005	Civil Engineering Technology - Construction Management	12	92%	8%	42	\$944
005	Civil Engineering Technology - Geomatics	1	-	100%	40	\$1,280
005	Civil Engineering Technology - Highway and Municipal	5	100%	-	43	\$828
005	Civil Engineering Technology - Structural	11	91%	-	43	\$816
281	Computer Network Technology - Network Design and Administration	11	55%	45%	40	\$706
281	Computer Network Technology - Network/Web Support	4	100%	-	40	\$639
280	Computer Programming Technology - Internet Application Programmer	2	100%	-	37	\$783
280	Computer Programming Technology - Programmer/Analyst	6	83%	17%	39	\$692
279	Computer Systems Technician - Desktop Support	11	82%	9%	39	\$574
279	Computer Systems Technician - General	7	86%	14%	41	\$733
008	Computerized Numerically Controlled Manufacturing Technician	2	100%	-	40	\$550
009	Cook	7	14%	29%	37	\$512
036	Correctional Techniques	11	73%	27%	42	\$772
052	Creative Graphics	-	-	-	-	-
088	Criminal Justice	11	64%	-	40	\$623
107	Early Childhood Education	13	77%	-	39	\$521
010	Electrical	23	74%	17%	41	\$865
278	Electrical Engineering Technology - Alternate Energy Systems	6	67%	33%	40	\$990
278	Electrical Engineering Technology - Computer Systems	3	67%	33%	37	\$677

**Table A-3**  
**Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)**

Academic Program #	Program	Total Employed FT	In Directly Related Employment	In Indirectly Related Employment	Average FT Hours Worked	Average Weekly FT Earnings
	<b>Overall</b>	<b>657</b>	<b>64%</b>	<b>17%</b>	<b>41</b>	<b>\$751</b>
278	Electrical Engineering Technology - Electronic Communication Systems	9	56%	22%	45	\$895
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	-	100%	38	\$750
278	Electrical Engineering Technology - Industrial Electronics	7	57%	29%	43	\$958
278	Electrical Engineering Technology - Telecommunications	2	100%	-	43	\$1,425
116	Electronic Game - 3D Graphics	3	-	67%	40	\$450
068	Electronic Game Design	2	-	100%	38	\$625
012	Environmental Technology	1	-	100%	40	\$1,000
039	Fashion Design	2	-	50%	34	\$360
301	Fine Craft - Creative Graphics	-	-	-	-	-
301	Fine Craft - Photography	-	-	-	-	-
283	Floor Installer	4	25%	-	43	\$658
046	Graphic Arts Electronic Press	3	67%	-	35	\$525
014	Heavy Equipment Service Technician	7	29%	57%	45	\$663
194	Hospitality & Tourism Management - Adventure Recreation	2	-	-	39	\$450
235	Hospitality & Tourism Management - Culinary	4	75%	25%	47	\$618
192	Hospitality & Tourism Management - Global Tourism & Marketing	-	-	-	-	-
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	100%	-	35	\$700
196	Hospitality & Tourism Management - International Tourism	8	25%	25%	38	\$511
150	Human Resource Management	8	63%	13%	40	\$742
085	Human Services	25	60%	28%	37	\$533
067	Industrial Control Technology	14	79%	14%	49	\$1,378
016	Industrial Mechanics	18	50%	28%	46	\$1,025
100	International Business	2	50%	-	40	\$750
047	Journalism	6	-	17%	39	\$402
077	Landscape	1	100%	-	30	\$1,200
017	Machinist	15	47%	13%	42	\$729
018	Marine Diesel Mechanics	7	43%	43%	45	\$658
019	Mechanical Engineering Technology – Buildings - Energy & Environment	6	100%	-	41	\$1,020
019	Mechanical Engineering Technology - CAD/CAM	2	50%	50%	42	\$800
019	Mechanical Engineering Technology - Production Management	7	71%	29%	43	\$1,170
109	Mechanical Technician	9	33%	22%	43	\$1,258
030	Medical Laboratory Technology	7	100%	-	39	\$1,046
020	Motor Vehicle Body Repairer and Painter	7	43%	-	42	\$649
190	Multimedia Graphic Design	2	100%	-	44	\$450
028	Nuclear Medicine Technology	2	100%	-	38	\$1,375
257	Office Administration - Executive	16	75%	6%	39	\$601
257	Office Administration - General	32	69%	13%	40	\$590
257	Office Administration - Medical	2	100%	-	40	\$550

**Table A-3**  
**Relation of Work to Training, Hours Worked, and Average Earnings in the Reference Week (Full-Time Employment)**

<b>Academic Program #</b>	<b>Program</b>	<b>Total Employed FT</b>	<b>In Directly Related Employment</b>	<b>In Indirectly Related Employment</b>	<b>Average FT Hours Worked</b>	<b>Average Weekly FT Earnings</b>
	<b>Overall</b>	<b>67</b>	<b>64%</b>	<b>17%</b>	<b>41</b>	<b>\$751</b>
256	Office Administration Certificate	-	-	-	-	-
314	Personal Support Worker - Acute Care	1	100%	-	38	\$708
106	Pharmacy Technician	2	75%	-	38	\$531
232	Photographic Digital Imaging Technician	1	-	-	40	\$450
041	Photography	-	-	-	-	-
139	Plumbing / Pipe Trades	1	75%	25%	42	\$1,038
290	Police Foundations	1	75%	-	46	\$1,350
023	Power Engineering Technology	4	93%	7%	42	\$1,397
111	Practical Nurse	0	100%	-	39	\$768
072	Production Welder - MIG	1	67%	33%	47	\$640
216	Pulp & Paper Process Technician	1	50%	50%	50	\$1,141
031	Refrigeration and Air Conditioning Technician	11	73%	-	42	\$745
048	Respiratory Therapy	0	100%	-	39	\$958
033	Sheet Metal Fabrication	0	25%	-	39	\$608
026	Steel Fabrication	0	100%	-	42	\$703
038	Surface Design	-	-	-	40	\$300
042	Textiles	-	100%	-	30	\$175
073	Transport Refrigeration Service Technician	-	-	-	40	-
022	Truck & Transport Service Technician	0	100%	-	45	\$662
027	Welding	3	56%	11%	45	\$819
029	Welding Engineering Technology	0	100%	-	70	-
050	Youth Care Worker	0	50%	-	38	\$556

Academic Program Number – Program Identifier

Program - Program Name

Total Employed FT - Total Number of Respondents Employed Who Worked 30+ Hours

In Directly Related Employment - Percentage of Those Employed in Full-Time Positions Directly Related to NBCC Program

In Indirectly Related Employment - Percentage of Those Employed in Full-Time Positions Indirectly Related to NBCC Program

Average FT Hours Worked - Average Number of Hours/ Week for Those Who Worked Full-time

Average Weekly Earnings - Average Earnings/ Week for Those Who Worked Full-Time

**Table A-4**  
**Current Work Situation for Those Employed in the Reference Week**

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	<b>Overall</b>	<b>780</b>	<b>92%</b>	<b>5%</b>	<b>1%</b>	<b>2%</b>
172	Aircraft Technology - Avionics	3	100%	-	-	-
078	Animation and Graphics	3	67%	33%	-	-
003	Aquaculture Technician	4	75%	-	-	25%
011	Art Fundamentals	7	86%	14%	-	-
315	Automotive Business Retail	3	33%	-	67%	-
087	Automotive Marketing and Business Studies	6	67%	-	-	33%
021	Automotive Service Technician	19	100%	-	-	-
093	Bilingual Office Administration	1	100%	-	-	-
186	Bricklaying - Masonry	4	100%	-	-	-
258	Business Administration - Accounting	27	85%	7%	-	7%
258	Business Administration - General	22	86%	9%	5%	-
258	Business Administration - Investment Management	7	100%	-	-	-
258	Business Administration - Marketing	9	100%	-	-	-
258	Business Administration - Sales and Marketing	5	100%	-	-	-
258	Business Administration - Transportation Management	5	80%	20%	-	-
144	Carpentry	15	87%	13%	-	-
112	Chemical Technology	7	86%	14%	-	-
005	Civil Engineering Technology - Architectural	11	91%	9%	-	-
005	Civil Engineering Technology - Building Systems	4	100%	-	-	-
005	Civil Engineering Technology - Construction Management	12	92%	-	-	8%
005	Civil Engineering Technology - Geomatics	2	100%	-	-	-
005	Civil Engineering Technology - Highway and Municipal	5	100%	-	-	-
005	Civil Engineering Technology - Structural	11	91%	9%	-	-
281	Computer Network Technology - Network Design and Administration	12	92%	8%	-	-
281	Computer Network Technology - Network/Web Support	4	75%	-	25%	-
280	Computer Programming Technology - Internet Application Programmer	2	100%	-	-	-
280	Computer Programming Technology - Programmer/Analyst	6	100%	-	-	-
279	Computer Systems Technician - Desktop Support	11	82%	9%	9%	-
279	Computer Systems Technician - General	7	100%	-	-	-
008	Computerized Numerically Controlled Manufacturing Technician	3	100%	-	-	-
009	Cook	10	100%	-	-	-
036	Correctional Techniques	12	100%	-	-	-
052	Creative Graphics	-	-	-	-	-
088	Criminal Justice	13	100%	-	-	-
107	Early Childhood Education	17	88%	12%	-	-
010	Electrical	26	92%	8%	-	-
278	Electrical Engineering Technology - Alternate Energy Systems	6	83%	-	-	17%
278	Electrical Engineering Technology - Computer Systems	3	100%	-	-	-
278	Electrical Engineering Technology - Electronic Communication Systems	10	100%	-	-	-

**Table A-4**  
**Current Work Situation for Those Employed in the Reference Week**

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
Overall		780	92%	5%	1%	2%
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	100%	-	-	-
278	Electrical Engineering Technology - Industrial Electronics	7	100%	-	-	-
278	Electrical Engineering Technology - Telecommunications	2	100%	-	-	-
116	Electronic Game - 3D Graphics	4	75%	25%	-	-
068	Electronic Game Design	3	100%	-	-	-
012	Environmental Technology	1	100%	-	-	-
039	Fashion Design	2	100%	-	-	-
301	Fine Craft - Creative Graphics	1	-	100%	-	-
301	Fine Craft - Photography	-	-	-	-	-
283	Floor Installer	4	100%	-	-	-
046	Graphic Arts Electronic Press	4	75%	-	25%	-
014	Heavy Equipment Service Technician	7	100%	-	-	-
194	Hospitality & Tourism Management - Adventure Recreation	5	80%	20%	-	-
235	Hospitality & Tourism Management - Culinary	5	100%	-	-	-
192	Hospitality & Tourism Management - Global Tourism & Marketing	1	100%	-	-	-
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	100%	-	-	-
196	Hospitality & Tourism Management - International Tourism	11	100%	-	-	-
150	Human Resource Management	8	100%	-	-	-
085	Human Services	32	84%	16%	-	-
067	Industrial Control Technology	14	100%	-	-	-
016	Industrial Mechanics	18	100%	-	-	-
100	International Business	4	100%	-	-	-
047	Journalism	6	100%	-	-	-
077	Landscape	2	50%	-	-	50%
017	Machinist	15	100%	-	-	-
018	Marine Diesel Mechanics	7	100%	-	-	-
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	71%	14%	-	14%
019	Mechanical Engineering Technology - CAD/CAM	2	100%	-	-	-
019	Mechanical Engineering Technology - Production Management	7	86%	14%	-	-
109	Mechanical Technician	9	100%	-	-	-
030	Medical Laboratory Technology	7	100%	-	-	-
020	Motor Vehicle Body Repairer and Painter	7	86%	-	-	14%
190	Multimedia Graphic Design	3	67%	-	-	33%
028	Nuclear Medicine Technology	2	100%	-	-	-
257	Office Administration - Executive	18	94%	-	6%	-
257	Office Administration - General	37	92%	5%	-	3%
257	Office Administration - Medical	3	67%	33%	-	-
256	Office Administration Certificate	1	-	100%	-	-
314	Personal SuppWorker - Acute Care	6	100%	-	-	-
106	Pharmacy Technician	12	100%	-	-	-

**Table A-4**  
**Current Work Situation for Those Employed in the Reference Week**

Academic Program #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	<b>Overall</b>	<b>780</b>	<b>92%</b>	<b>5%</b>	<b>1%</b>	<b>2%</b>
232	Photographic Digital Imaging Technician	4	75%	-	25%	-
041	Photography	1	100%	-	-	-
139	Plumbing / Pipe Trades	4	100%	-	-	-
290	Police Foundations	5	80%	-	20%	-
023	Power Engineering Technology	14	100%	-	-	-
111	Practical Nurse	10	100%	-	-	-
072	Production Welder - MIG	3	67%	-	-	33%
216	Pulp & Paper Process Technician	6	100%	-	-	-
031	Refrigeration and Air Conditioning Technician	11	100%	-	-	-
048	Respiratory Therapy	9	100%	-	-	-
033	Sheet Metal Fabrication	4	75%	25%	-	-
026	Steel Fabrication	5	100%	-	-	-
038	Surface Design	2	100%	-	-	-
042	Textiles	1	-	-	100%	-
073	Transport Refrigeration Service Technician	1	100%	-	-	-
022	Truck & Transport Service Technician	5	100%	-	-	-
027	Welding	20	90%	10%	-	-
029	Welding Engineering Technology	3	100%	-	-	-
050	Youth Care Worker	8	75%	25%	-	-

Academic Program Number – Program Identifier

Program - Program Name

Total Employed - Total Number of Respondents Employed in Reference Week

One Employer - Percentage of Those Employed Who Worked for Only One Employer

More Than One Employer - Percentage of Those Employed Who Worked for More Than One Employer

Employed and Self-Employed - Percentage of Those Employed Who Worked for an Employer and for Themselves

Self-Employed – Percentage of Those Employed Who Worked Only For Themselves

**Table A-5**  
**Employment History Since Graduation**

Academic Program #	Program	Total Respondents	Average # of Jobs	Average # of Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>952</b>	<b>2.2</b>	<b>30</b>	<b>26</b>
172	Aircraft Technology - Avionics	3	1	35	35
078	Animation and Graphics	6	3	30	15
003	Aquaculture Technician	6	2	27	23
011	Art Fundamentals	15	2	18	9
315	Automotive Business Retail	4	4	28	18
087	Automotive Marketing and Business Studies	7	2	34	32
021	Automotive Service Technician	29	2	30	28
093	Bilingual Office Administration	1	4	23	20
186	Bricklaying - Masonry	5	4	31	16
258	Business Administration - Accounting	30	2	33	31
258	Business Administration - General	25	3	31	27
258	Business Administration - Investment Management	8	2	32	21
258	Business Administration - Marketing	10	3	30	27
258	Business Administration - Sales and Marketing	6	2	24	18
258	Business Administration - Transportation Management	5	2	35	33
144	Carpentry	29	3	27	24
112	Chemical Technology	8	2	31	27
005	Civil Engineering Technology - Architectural	12	2	33	31
005	Civil Engineering Technology - Building Systems	5	1	34	34
005	Civil Engineering Technology - Construction Management	13	2	34	33
005	Civil Engineering Technology - Geomatics	2	3	36	33
005	Civil Engineering Technology - Highway and Municipal	8	2	31	31
005	Civil Engineering Technology - Structural	13	2	30	26
281	Computer Network Technology - Network Design and Administration	14	2	30	26
281	Computer Network Technology - Network/Web Support	4	3	33	32
280	Computer Programming Technology - Internet Application Programmer	3	2	30	30
280	Computer Programming Technology - Programmer/Analyst	6	1	34	34
279	Computer Systems Technician - Desktop Support	15	2	31	24
279	Computer Systems Technician - General	9	2	28	25
008	Computerized Numerically Controlled Manufacturing Technician	5	2	23	22
009	Cook	11	3	25	20
036	Correctional Techniques	12	2	31	30
052	Creative Graphics	3	4	13	9
088	Criminal Justice	18	2	27	26
107	Early Childhood Education	18	2	34	32
010	Electrical	37	3	29	26
278	Electrical Engineering Technology - Alternate Energy Systems	6	2	34	29
278	Electrical Engineering Technology - Computer Systems	3	2	31	22
278	Electrical Engineering Technology - Electronic Communication	10	2	33	31

**Table A-5**  
**Employment History Since Graduation**

Academic Program #	Program	Total Respondents	Average # of Jobs	Average # of Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>952</b>	<b>2.2</b>	<b>30</b>	<b>26</b>
	Systems				
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	1	34	34
278	Electrical Engineering Technology - Industrial Electronics	8	2	32	27
278	Electrical Engineering Technology - Telecommunications	2	2	32	31
116	Electronic Game - 3D Graphics	7	2	21	19
068	Electronic Game Design	5	1	21	20
012	Environmental Technology	2	2	25	18
039	Fashion Design	3	4	24	12
301	Fine Craft - Creative Graphics	1	2	36	36
301	Fine Craft - Photography	1	4	22	0
283	Floor Installer	7	3	31	9
046	Graphic Arts Electronic Press	5	2	31	25
014	Heavy Equipment Service Technician	10	2	31	30
194	Hospitality & Tourism Management - Adventure Recreation	5	4	22	13
235	Hospitality & Tourism Management - Culinary	6	3	35	30
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	4	25	12
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	2	36	36
196	Hospitality & Tourism Management - International Tourism	13	3	26	20
150	Human Resource Management	11	2	31	27
085	Human Services	41	2	31	27
067	Industrial Control Technology	14	2	34	34
016	Industrial Mechanics	22	2	31	26
100	International Business	6	3	26	32
047	Journalism	8	3	26	12
077	Landscape	6	2	22	17
017	Machinist	19	3	27	18
018	Marine Diesel Mechanics	8	2	32	29
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	2	33	34
019	Mechanical Engineering Technology - CAD/CAM	2	1	35	35
019	Mechanical Engineering Technology - Production Management	7	2	33	31
109	Mechanical Technician	12	2	30	29
030	Medical Laboratory Technology	9	1	32	32
020	Motor Vehicle Body Repairer and Painter	8	2	31	19
190	Multimedia Graphic Design	4	3	24	31
028	Nuclear Medicine Technology	3	1	30	28
257	Office Administration - Executive	21	2	32	30
257	Office Administration - General	49	2	29	27
257	Office Administration - Medical	3	2	36	36
256	Office Administration Certificate	1		29	29

**Table A-5**  
**Employment History Since Graduation**

Academic Program #	Program	Total Respondents	Average # of Jobs	Average # of Months Employed	Average # of Months in Related Employment
	<b>Overall</b>	<b>952</b>	<b>2.2</b>	<b>30</b>	<b>26</b>
314	Personal Support Worker - Acute Care	11	2	26	23
106	Pharmacy Technician	16	2	29	27
232	Photographic Digital Imaging Technician	6	3	26	13
041	Photography	2	3	20	4
139	Plumbing / Pipe Trades	10	3	29	26
290	Police Foundations	6	2	28	28
023	Power Engineering Technology	14	1	35	33
111	Practical Nurse	12	2	31	30
072	Production Welder - MIG	6	3	30	26
216	Pulp & Paper Process Technician	7	2	31	29
031	Refrigeration and Air Conditioning Technician	13	2	31	28
048	Respiratory Therapy	10	2	31	31
033	Sheet Metal Fabrication	7	2	27	26
026	Steel Fabrication	9	3	24	22
038	Surface Design	3	3	25	14
042	Textiles	2	4	24	24
073	Transport Refrigeration Service Technician	1	-	36	8
022	Truck & Transport Service Technician	7	2	33	33
027	Welding	30	3	26	22
029	Welding Engineering Technology	4	2	28	28
050	Youth Care Worker	11	2	27	25

Academic Program Number – Program Identifier

Program - Program Name

Total Respondents – Total Number of Graduates Who Completed the Three-Year Follow-Up Interview

Average # of Jobs – Average Number of Jobs Held by Respondents in Program Since Graduation

Average # of Months Employed – Average Number of Months Respondents in Program Were Employed Since July 1, 2008

Average # of Months in Related Employment – Average Number of Months Respondents Were Employed Since July 1, 2008 in a Job Directly or Indirectly Related to the NBCC Program

**Table A-6**  
**Relocation Patterns of Survey Respondents**

Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	<b>Overall</b>	<b>952</b>	<b>17%</b>	<b>50%</b>	<b>5.1</b>
172	Aircraft Technology - Avionics	3	100%	33%	-
078	Animation and Graphics	6	83%	60%	3.5
003	Aquaculture Technician	6	67%	50%	8
011	Art Fundamentals	15	13%	50%	-
315	Automotive Business Retail	4	25%	100%	1
087	Automotive Marketing and Business Studies	7	-	-	-
021	Automotive Service Technician	29	10%	-	-
093	Bilingual Office Administration	1	-	-	-
186	Bricklaying - Masonry	5	40%	100%	1
258	Business Administration - Accounting	30	3%	-	-
258	Business Administration - General	25	28%	29%	3
258	Business Administration - Investment Management	8	25%	-	-
258	Business Administration - Marketing	10	10%	100%	-
258	Business Administration - Sales and Marketing	6	17%	100%	4
258	Business Administration - Transportation Management	5	20%	-	-
144	Carpentry	29	17%	60%	8
112	Chemical Technology	8	-	-	-
005	Civil Engineering Technology - Architectural	12	33%	50%	-
005	Civil Engineering Technology - Building Systems	5	40%	-	-
005	Civil Engineering Technology - Construction Management	13	15%	-	-
005	Civil Engineering Technology - Geomatics	2	-	-	-
005	Civil Engineering Technology - Highway and Municipal	8	38%	33%	-
005	Civil Engineering Technology - Structural	13	23%	-	-
281	Computer Network Technology - Network Design and Administration	14	7%	-	-
281	Computer Network Technology - Network/Web Support	4	25%	-	-
280	Computer Programming Technology - Internet Application Programmer	3	-	-	-
280	Computer Programming Technology - Programmer/Analyst	6	-	-	-
279	Computer Systems Technician - Desktop Support	15	7%	100%	14
279	Computer Systems Technician - General	9	11%	-	-
008	Computerized Numerically Controlled Manufacturing Technician	5	40%	-	-
009	Cook	11	27%	67%	3
036	Correctional Techniques	12	8%	-	-
052	Creative Graphics	3	33%	-	-
088	Criminal Justice	18	17%	33%	-
107	Early Childhood Education	18	11%	100%	3
010	Electrical	37	16%	33%	-
278	Electrical Engineering Technology - Alternate Energy Systems	6	17%	-	-
278	Electrical Engineering Technology - Computer Systems	3	33%	-	-
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	-	-	-

**Table A-6**  
**Relocation Patterns of Survey Respondents**

Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	<b>Overall</b>	<b>952</b>	<b>17%</b>	<b>50%</b>	<b>5.1</b>
278	Electrical Engineering Technology - Electronic Communication Systems	10	20%	100%	-
278	Electrical Engineering Technology - Industrial Electronics	8	50%	100%	-
278	Electrical Engineering Technology - Telecommunications	2	-	-	-
116	Electronic Game - 3D Graphics	7	14%	-	-
068	Electronic Game Design	5	20%	100%	-
012	Environmental Technology	2	50%	100%	-
039	Fashion Design	3	67%	-	-
301	Fine Craft - Creative Graphics	1	-	-	-
301	Fine Craft - Photography	1	100%	100%	4
283	Floor Installer	7	29%	50%	-
046	Graphic Arts Electronic Press	5	20%	-	-
014	Heavy Equipment Service Technician	10	10%	100%	4
194	Hospitality & Tourism Management - Adventure Recreation	5	80%	75%	7.5
235	Hospitality & Tourism Management - Culinary	6	17%	-	-
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	33%	100%	-
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	-	-	-
196	Hospitality & Tourism Management - International Tourism	13	31%	50%	-
150	Human Resource Management	11	9%	100%	12
085	Human Services	41	10%	50%	2
067	Industrial Control Technology	14	14%	50%	-
016	Industrial Mechanics	22	18%	25%	2
100	International Business	6	17%	-	-
047	Journalism	8	13%	-	-
077	Landscape	6	-	-	-
017	Machinist	19	32%	50%	17
018	Marine Diesel Mechanics	8	38%	100%	2
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	-	-	-
019	Mechanical Engineering Technology - CAD/CAM	2	-	-	-
019	Mechanical Engineering Technology - Production Management	7	-	-	-
109	Mechanical Technician	12	8%	-	-
030	Medical Laboratory Technology	9	22%	-	-
020	Motor Vehicle Body Repairer and Painter	8	-	-	-
190	Multimedia Graphic Design	4	-	-	-
028	Nuclear Medicine Technology	3	-	-	-
257	Office Administration - Executive	21	10%	-	-
257	Office Administration - General	49	4%	50%	-
257	Office Administration - Medical	3	-	-	-
256	Office Administration Certificate	1	100%	100%	12
314	Personal Support Worker - Acute Care	11	9%	100%	1

**Table A-6**  
**Relocation Patterns of Survey Respondents**

Academic Program #	Program	Total Respondents	Percentage Who Left NB	Percentage Who Left to Find Work	Average # of Weeks to Find Employment
	<b>Overall</b>	<b>952</b>	<b>17%</b>	<b>50%</b>	<b>5.1</b>
106	Pharmacy Technician	16	6%	-	-
232	Photographic Digital Imaging Technician	6	17%	100%	2
041	Photography	2	100%	-	-
139	Plumbing / Pipe Trades	10	10%	100%	3
290	Police Foundations	6	17%	-	-
023	Power Engineering Technology	14	7%	100%	-
111	Practical Nurse	12	8%	-	-
072	Production Welder - MIG	6	-	-	-
216	Pulp & Paper Process Technician	7	-	-	-
031	Refrigeration and Air Conditioning Technician	13	-	-	-
048	Respiratory Therapy	10	20%	50%	-
033	Sheet Metal Fabrication	7	-	-	-
026	Steel Fabrication	9	22%	50%	-
038	Surface Design	3	33%	100%	1
042	Textiles	2	50%	-	-
073	Transport Refrigeration Service Technician	1	-	-	-
022	Truck & Transport Service Technician	7	-	-	-
027	Welding	30	40%	83%	2
029	Welding Engineering Technology	4	75%	100%	-
050	Youth Care Worker	11	9%	-	-

Academic Program Number – Program Identifier

Program - Program Name

Total Respondents - Total Number of Graduates Who Completed the Three-Year Follow-up Interview

Percentage Who Left NB - Percentage of Respondents Who Left NB Since Graduation

Percentage Who Left to Find Work - Percentage of Respondents Who Left NB in Order to Find Work

Average # of Weeks to Find Employment – Average Number of Weeks Required to Find Work as Reported by Respondents Who Left to Find Work

**Table A-7**  
**Training and Education Since Graduation**

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	<b>Overall</b>	<b>952</b>	<b>40%</b>	<b>74%</b>	<b>33%</b>	<b>42%</b>
172	Aircraft Technology - Avionics	3	-	-	-	-
078	Animation and Graphics	6	50%	100%	-	-
003	Aquaculture Technician	6	67%	25%	50%	-
011	Art Fundamentals	15	60%	67%	60%	-
315	Automotive Business Retail	4	75%	33%	100%	-
087	Automotive Marketing and Business Studies	7	14%	100%	-	-
021	Automotive Service Technician	29	62%	78%	-	100%
093	Bilingual Office Administration	1	100%	-	100%	-
186	Bricklaying - Masonry	5	20%	100%	-	100%
258	Business Administration - Accounting	30	33%	80%	40%	-
258	Business Administration - General	25	40%	60%	13%	-
258	Business Administration - Investment Management	8	25%	50%	100%	-
258	Business Administration - Marketing	10	10%	100%	-	-
258	Business Administration - Sales and Marketing	6	33%	-	-	-
258	Business Administration - Transportation Management	5	-	-	-	-
144	Carpentry	29	62%	89%	33%	100%
112	Chemical Technology	8	13%	100%	-	-
005	Civil Engineering Technology - Architectural	12	8%	100%	-	100%
005	Civil Engineering Technology - Building Systems	5	20%	100%	-	-
005	Civil Engineering Technology - Construction Management	13	15%	100%	-	-
005	Civil Engineering Technology - Geomatics	2	50%	100%	-	100%
005	Civil Engineering Technology - Highway and Municipal	8	25%	100%	100%	-
005	Civil Engineering Technology - Structural	13	46%	83%	25%	-
281	Computer Network Technology - Network Design and Administration	14	29%	50%	-	-
281	Computer Network Technology - Network/Web Support	4	25%	100%	-	-
280	Computer Programming Technology - Internet Application Programmer	3	33%	100%	-	-
280	Computer Programming Technology - Programmer/Analyst	6	-	-	-	-
279	Computer Systems Technician - Desktop Support	15	27%	50%	-	-
279	Computer Systems Technician - General	9	22%	50%	100%	-
008	Computerized Numerically Controlled Manufacturing Technician	5	80%	75%	-	100%
009	Cook	11	55%	50%	33%	100%
036	Correctional Techniques	12	-	-	-	-
052	Creative Graphics	3	100%	33%	-	-
088	Criminal Justice	18	56%	60%	17%	-
107	Early Childhood Education	18	11%	100%	-	-

Table A-7 Training and Education Since Graduation						
Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
	<b>Overall</b>	<b>952</b>	<b>40%</b>	<b>74%</b>	<b>33%</b>	<b>42%</b>
010	Electrical	37	89%	100%	-	100%
278	Electrical Engineering Technology - Alternate Energy Systems	6	50%	67%	67%	-
278	Electrical Engineering Technology - Computer Systems	3	67%	100%	-	-
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	-	-	-	-
278	Electrical Engineering Technology - Electronic Communication Systems	10	30%	100%	33%	-
278	Electrical Engineering Technology - Industrial Electronics	8	38%	67%	100%	-
278	Electrical Engineering Technology - Telecommunications	2	-	-	-	-
116	Electronic Game - 3D Graphics	7	71%	20%	-	-
068	Electronic Game Design	5	20%	100%	-	-
012	Environmental Technology	2	-	-	-	-
039	Fashion Design	3	33%	100%	-	-
301	Fine Craft - Creative Graphics	1	-	-	-	-
301	Fine Craft - Photography	1	-	-	-	-
283	Floor Installer	7	-	-	-	-
046	Graphic Arts Electronic Press	5	20%	100%	-	-
014	Heavy Equipment Service Technician	10	80%	100%	-	100%
194	Hospitality & Tourism Management - Adventure Recreation	5	80%	50%	25%	-
235	Hospitality & Tourism Management - Culinary	6	50%	100%	-	100%
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	33%	-	-	-
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	-	-	-	-
196	Hospitality & Tourism Management - International Tourism	13	54%	71%	17%	-
150	Human Resource Management	11	9%	-	-	-
085	Human Services	41	32%	69%	63%	-
067	Industrial Control Technology	14	29%	100%	-	100%
016	Industrial Mechanics	22	59%	92%	-	92%
100	International Business	6	33%	100%	-	-
047	Journalism	8	38%	67%	-	-
077	Landscape	6	33%	50%	50%	-
017	Machinist	19	58%	73%	-	75%
018	Marine Diesel Mechanics	8	50%	100%	-	100%
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	43%	33%	-	-
019	Mechanical Engineering Technology - CAD/CAM	2	-	-	-	-
019	Mechanical Engineering Technology - Production Management	7	14%	-	-	-
109	Mechanical Technician	12	58%	71%	33%	100%

**Table A-7**  
**Training and Education Since Graduation**

Academic Program #	Program	Total Respondents	Percentage Who Returned to School/Enrolled in Apprenticeships	Percentage Returning to Same Area of Study	Percentage Who Returned to School Requiring Additional Training for Current Job	Percentage Who Returned to School in Apprenticeships
			Overall	952	40%	74%
030	Medical Laboratory Technology	9	-	-	-	-
020	Motor Vehicle Body Repairer and Painter	8	75%	67%	-	-
190	Multimedia Graphic Design	4	-	-	-	80%
028	Nuclear Medicine Technology	3	67%	50%	-	-
257	Office Administration - Executive	21	29%	50%	33%	-
257	Office Administration - General	49	14%	29%	-	-
257	Office Administration - Medical	3	33%	-	-	-
256	Office Administration Certificate	1	-	-	-	-
314	Personal Support Worker - Acute Care	11	36%	75%	100%	-
106	Pharmacy Technician	16	25%	-	-	-
232	Photographic Digital Imaging Technician	6	67%	50%	-	-
041	Photography	2	50%	-	-	-
139	Plumbing / Pipe Trades	10	90%	89%	-	100%
290	Police Foundations	6	17%	100%	-	-
023	Power Engineering Technology	14	-	-	-	-
111	Practical Nurse	12	25%	100%	-	-
072	Production Welder - MIG	6	17%	100%	-	-
216	Pulp & Paper Process Technician	7	14%	-	-	-
031	Refrigeration and Air Conditioning Technician	13	77%	100%	-	100%
048	Respiratory Therapy	10	30%	67%	-	-
033	Sheet Metal Fabrication	7	86%	67%	-	-
026	Steel Fabrication	9	78%	100%	100%	75%
038	Surface Design	3	67%	50%	50%	100%
042	Textiles	2	50%	-	-	-
073	Transport Refrigeration Service Technician	1	-	-	-	-
022	Truck & Transport Service Technician	7	100%	100%	-	100%
027	Welding	30	57%	82%	67%	91%
029	Welding Engineering Technology	4	50%	50%	-	-
050	Youth Care Worker	11	27%	33%	100%	-

Academic Program Number – Program Identifier

Program - Program Name

Total Respondents - Total Number of Graduates Who Completed the Three-Year Follow-up Interview

Percentage Who Returned to School/Enrolled in Apprenticeships - Percentage of Respondents Who Returned to School Since Graduation or Enrolled in an Apprenticeship Program

Percentage Returning to Same Area of Study - Percentage of Those Who Returned to School/Enrolled in Apprenticeship That Returned to the Same Area of Study

Percentage Who Returned to School Requiring Additional Training for Current Job - Percentage of Those Employed Who Returned to School Who Consider Their Current Study to be Related to Employment

Percentage Who Returned to School in Apprenticeships - Percentage of Those Who Returned to School Who Reported Being in an Apprenticeship Program

Table A-8 Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field						
Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>952</b>	<b>52%</b>	<b>35%</b>	<b>9%</b>	<b>3%</b>
172	Aircraft Technology - Avionics	3	67%	33%	-	-
078	Animation and Graphics	6	-	67%	17%	17%
003	Aquaculture Technician	6	67%	33%	-	-
011	Art Fundamentals	15	33%	47%	13%	7%
315	Automotive Business Retail	4	25%	-	25%	25%
087	Automotive Marketing and Business Studies	7	86%	14%	-	-
021	Automotive Service Technician	29	31%	55%	10%	3%
093	Bilingual Office Administration	1	100%	-	-	-
186	Bricklaying - Masonry	5	60%	40%	-	-
258	Business Administration - Accounting	30	50%	30%	20%	-
258	Business Administration - General	25	36%	36%	16%	8%
258	Business Administration - Investment Management	8	38%	25%	25%	13%
258	Business Administration - Marketing	10	30%	50%	10%	10%
258	Business Administration - Sales and Marketing	6	17%	67%	-	17%
258	Business Administration - Transportation Management	5	60%	40%	-	-
144	Carpentry	29	66%	31%	3%	-
112	Chemical Technology	8	25%	63%	13%	-
005	Civil Engineering Technology - Architectural	12	75%	25%	-	-
005	Civil Engineering Technology - Building Systems	5	100%	-	-	-
005	Civil Engineering Technology - Construction Management	13	62%	38%	-	-
005	Civil Engineering Technology - Geomatics	2	100%	-	-	-
005	Civil Engineering Technology - Highway and Municipal	8	63%	38%	-	-
005	Civil Engineering Technology - Structural	13	85%	15%	-	-
	Computer Network Technology - Network Design and Administration	14	64%	36%	-	-
281	Computer Network Technology - Network/Web Support	4	25%	75%	-	-
280	Computer Programming Technology - Internet Application Programmer	3	100%	-	-	-
280	Computer Programming Technology - Programmer/Analyst	6	67%	33%	-	-
279	Computer Systems Technician - Desktop Support	15	60%	33%	7%	-
279	Computer Systems Technician - General	9	44%	33%	22%	-
008	Computerized Numerically Controlled Manufacturing Technician	5	20%	60%	20%	-
009	Cook	11	27%	55%	18%	-
036	Correctional Techniques	12	58%	25%	17%	-
052	Creative Graphics	3	33%	33%	33%	-
088	Criminal Justice	18	56%	33%	11%	-
107	Early Childhood Education	18	78%	22%	-	-
010	Electrical	37	65%	32%	3%	-
278	Electrical Engineering Technology - Alternate Energy Systems	6	17%	67%	17%	-
278	Electrical Engineering Technology - Computer Systems	3	67%	33%	-	-

**Table A8**  
**Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field**

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>952</b>	<b>52%</b>	<b>35%</b>	<b>9%</b>	<b>3%</b>
278	Electrical Engineering Technology - Electronic Communication Systems (Co-op)	1	-	100%	-	-
278	Electrical Engineering Technology - Electronic Communication Systems	10	60%	20%	20%	-
278	Electrical Engineering Technology - Industrial Electronics	8	25%	25%	38%	-
278	Electrical Engineering Technology - Telecommunications	2	100%	-	-	-
116	Electronic Game - 3D Graphics	7	14%	29%	57%	-
068	Electronic Game Design	5	20%	60%	20%	-
012	Environmental Technology	2	-	100%	-	-
039	Fashion Design	3	-	-	100%	-
301	Fine Craft - Creative Graphics	1	-	-	100%	-
301	Fine Craft - Photography	1	-	-	-	100%
283	Floor Installer	7	14%	43%	29%	14%
046	Graphic Arts Electronic Press	5	80%	20%	-	-
014	Heavy Equipment Service Technician	10	30%	70%	-	-
194	Hospitality & Tourism Management - Adventure Recreation	5	40%	40%	-	-
235	Hospitality & Tourism Management - Culinary	6	83%	-	17%	-
192	Hospitality & Tourism Management - Global Tourism & Marketing	3	33%	-	67%	-
195	Hospitality & Tourism Management - Hotel, Restaurant & Culinary	1	100%	-	-	-
196	Hospitality & Tourism Management - International Tourism	13	15%	46%	31%	8%
150	Human Resource Management	11	36%	36%	18%	9%
085	Human Services	41	46%	46%	2%	2%
067	Industrial Control Technology	14	50%	43%	7%	-
016	Industrial Mechanics	22	77%	18%	5%	-
100	International Business	6	17%	50%	17%	17%
047	Journalism	8	38%	38%	13%	13%
077	Landscape	6	100%	-	-	-
017	Machinist	19	37%	26%	16%	16%
018	Marine Diesel Mechanics	8	50%	38%	-	-
019	Mechanical Engineering Technology - Buildings - Energy & Environment	7	29%	29%	29%	-
019	Mechanical Engineering Technology - CAD/CAM	2	-	100%	-	-
019	Mechanical Engineering Technology - Production Management	7	14%	86%	-	-
109	Mechanical Technician	12	58%	17%	8%	17%
030	Medical Laboratory Technology	9	44%	56%	-	-
020	Motor Vehicle Body Repairer and Painter	8	25%	75%	-	-
190	Multimedia Graphic Design	4	75%	25%	-	-
028	Nuclear Medicine Technology	3	33%	33%	-	33%
257	Office Administration - Executive	21	62%	29%	10%	-

**Table A-8**  
**Respondents Evaluation of NBCC Programs: Preparedness for Work in Related Field**

Academic Program #	Program	Total Respondents	Excellent	Good	Fair	Poor
	<b>Overall</b>	<b>952</b>	<b>52%</b>	<b>35%</b>	<b>9%</b>	<b>3%</b>
257	Office Administration - General	49	67%	29%	-	4%
257	Office Administration - Medical	3	67%	33%	-	-
256	Office Administration Certificate	1	-	100%	-	-
314	Personal Support Worker - Acute Care	11	36%	45%	9%	9%
106	Pharmacy Technician	16	63%	31%	6%	-
232	Photographic Digital Imaging Technician	6	17%	50%	17%	17%
041	Photography	2	-	50%	50%	-
139	Plumbing / Pipe Trades	10	40%	50%	10%	-
290	Police Foundations	6	-	83%	17%	-
023	Power Engineering Technology	14	71%	21%	7%	-
111	Practical Nurse	12	83%	17%	-	-
072	Production Welder - MIG	6	50%	50%	-	-
216	Pulp & Paper Process Technician	7	71%	-	14%	14%
031	Refrigeration and Air Conditioning Technician	13	54%	31%	15%	-
048	Respiratory Therapy	10	90%	10%	-	-
033	Sheet Metal Fabrication	7	14%	86%	-	-
026	Steel Fabrication	9	44%	44%	11%	-
038	Surface Design	3	67%	-	-	33%
042	Textiles	2	-	50%	50%	-
073	Transport Refrigeration Service Technician	1	100%	-	-	-
022	Truck & Transport Service Technician	7	71%	29%	-	-
027	Welding	30	77%	20%	3%	-
029	Welding Engineering Technology	4	75%	25%	-	-
050	Youth Care Worker	11	64%	36%	-	-

Academic Program Number – Program Identifier

Program - Program Name

Total Respondents - Total Number of Graduates Who Completed the Three-Year Follow-up Interview

Excellent, Good, Fair, Poor - Percentage of Respondents Who Indicated Their NBCC Program did an Excellent, Good, Fair, or Poor Job of Preparing Them for Employment in a Related Field